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GUNMEN KILL BRITISH ENVOY

Moslems claim responsibility

By DAVID GRAVES in Bombay

A HUGHE hunt was under way last night for the killers of Mr Percy Norris, the British Deputy High Commissioner in Bombay, who was ambushed and shot as he was being driven to his office yesterday.

Witnesses saw two men, both foreigners and said to be white, flee from the scene of the ambush only 400 yards from Mr Norris's office.

One of the killers fired four shots from a 9mm automatic pistol at close range as Mr Norris's chauffeur-driven car slowed down at a traffic light in the heart of Bombay.

As the Indian Government ordered tighter security measures at British diplomatic offices and premises used by British Airways and the BBC, it was reported that an extremist Islamic organisation had claimed responsibility for the murder.

The claim was made in telephone calls to news agencies in London and Paris by a man saying he represented the Revolutionary Organisation of Socialist Muslims. This is believed to be the latest



Mr Percy Norris.

name assumed by the group which killed Mr Kenneth Whitty, First Secretary at the British Embassy in Athens in March.

Police in Bombay, however, said they had no alternative but to think that the assassination of Mr Norris was the work of the IRA, although British officials said there had been no previous evidence of Irish terrorists being active in India.

Mr Norris, 56-year-old father of two, who had only taken up his post in Bombay on Oct. 8, was awarded the OBE in the New Year Honours List.

He was shot shortly before 8 a.m. as he was being driven to work from his South Bombay home in his white Rover car. As the car slowed down to take a left turn at the Ambedkar Statue near the Institute of Science one of the

assassins ran into the road and opened fire. Police were told that the killers, one described as 6ft tall and the other as wearing a chocolate coloured tee shirt and jeans, had waited for 15 minutes for the car to arrive. Mr Norris, who had served nearly 40 years in the Colonial Office and diplomatic service, was hit by two bullets—one in the temple and the other in the chest.

His body will be flown back to Britain tomorrow accompanied by his wife Angela and his 25-year-old daughter Madeleine, who had been on holiday with her parents.

Although police in Bombay suspect the IRA, there has been considerable anti-British feeling in India over publicity given to extremist Sikhs in London following the murder of Mrs Gandhi.

Investigators could not rule out the assassination being linked to anti-British feeling, but Chief Inspector Chawan of Bombay police said: "I cannot think of anything but that it was the work of the IRA."

TERROR GROUP

Claim in Arabic

Roman Gonye writes: A man speaking Arabic called a London news agency and said: "The Revolutionary Organisation of Socialist Muslims" had killed Mr Norris as a warning to British authorities "to stop their aggressive interventions and torture of fighters."

Asked to identify the "fighters" detained by Britain, the caller said the British authorities knew who they were.

The group is believed to be the latest name assumed by the Abu Nidal or Black June terrorist group, three of whose members were jailed for a total of 95 years in March 1983 for trying to murder Mr Shlomo Arzov, the Israeli Ambassador in London.

Ahu Nidal, a code name of Sabry Banna, 41, who was an early member of Yasser Arafat's Palestinian guerrilla organisation, was reported to have met Col. Gaddafi in Tripoli last week.

The Libyan news agency, which made the announcement, gave no explanation why Ahu Nidal had been reported earlier as having died of cancer or a heart attack in a Baghdad hospital.

Picture—P4

'Highest priority' for envoys' security

By OUR DIPLOMATIC STAFF

SECURITY for British diplomats will continue to have "the highest possible priority" and will not be reduced by spending cuts Mr Luce, Minister of State at the Foreign Office, told the Commons yesterday.

Answering questions about the murder of Mr Percy Norris, he said the security of the Deputy High Commissioner in Bombay had been inspected last year, and recommendations had been carried out. More recently he said the Indian authorities had agreed to provide additional measures of their own.

"But I would emphasise that it is not possible for diplomats, to any more than politicians, to any more than their functions properly and to be assured of absolute security at all times," Mr Luce said.

Mr Thatcher offered her "deepest sympathy" to Mr Norris's widow and family. Sir Geoffrey Howe, Foreign Secretary, described the killing as an appalling crime.

"This illustrates once again the dangers faced by members



2m JOIN TELECOM CLAMOUR

By ROLAND GIBBEN
Business Correspondent

A LAST-MINUTE rush of applications for British Telecom shares yesterday took the total from the public to around the two million mark.

Applications for the 53.9 billion flotation close at 10 a.m. today amid forecasts that hundreds of thousands will be disappointed because they face a sizable cut in the amount of shares they want.

Long queues developed yesterday outside banks handling applications and building societies reported heavy withdrawals to make the 50p share down-payment. The estimate withdrawal for the Telecom issue are between £500 million-£400 million.

Both Abbey National and Halifax had their worst day ever on Monday, with withdrawals of £10m each, and yesterday may have been as bad.

£125 million fees

The expected heavy over-subscription will result in scaling down applications, and the Government is braced for Opposition accusations that the issue has been over promoted and under-secured.

In the Commons, Mr Hattersley, Shadow Chancellor, attacked the Government over the development of the "grey market" in the shares. In unofficial City dealings they have been quoted at 65p-70p—a premium of 15p-20p on the partly paid price of 50p.

Mr Hattersley said Swiss and American bankers and brokers were offering 40 per cent above the opening price issue even before applications closed.

The cost of the issue in fees and commissions will be over £125 million. Mr Botcher, junior Trade and Industry Minister, in a written answer, said the total cost is between £126.9 million and £128.6 million.

This includes over £20 million spent on foreign commissions and £7.5 million in advertising and promotions.

It does not include the cost of selling shares in Telecom's 24,000 staff, the £18 telephone bill discount vouchers, or some commissions and bank charges for handling applications.

SHARE INDEX RISES TO NEW PEAK

By Our Financial
Correspondent

THE FINANCIAL TIMES 30 share index rose 3.2 points to a new peak of 925.3 yesterday, as applications for the British Telecom share issue continued to pour in.

The pound, also rallied to close almost 1 cent higher in London at 1.2090 dollars. It regained ground against Continental currencies in 74.6 per cent of the 1975 level.

The Bank of England announced a special arrangement to make up to £1.5 billion available for four weeks from next Tuesday to meet any credit shortages in the London money markets caused by transfers of money to pay for the British Telecom offer.

City Report—P21

Mr Michael Fletcher, the working Yorkshire miner who was beaten up at his home by hooded men, being visited in Pontefract hospital yesterday by Mr Ian MacGregor, Coal Board chairman. Mr Fletcher was later discharged.
Report—P2.

Sovereignty issue on Gibraltar agenda

By ALAN OSBORN in Brussels

THE border between Gibraltar and Spain will be opened from Feb. 15 next year under an agreement reached yesterday by Sir Geoffrey Howe, Foreign Secretary, and the Spanish Foreign Minister, Señor Fernando Miran.

The two agreed on a new deal for the future of Gibraltar that provides for the opening of direct contacts between the two sides, the improvement of relations between Spain and Britain, and allows for the possibility of the eventual accession of Gibraltar to Spain.

Gibraltar has been isolated from Spain since the border was closed by Gen. Franco in 1969.

Yesterday's agreement provides for the re-establishment of direct communications between Gibraltar and Spain on such matters as free movement of goods, and traffic, and air space.

It was also agreed that Spaniards in Gibraltar would receive common rights on the

purchase of property and real estate, not subject to the traditional arrangements that have been agreed between the Community and Spain over entry to the Community.

The deal also records that "the sovereignty will be discussed in this process" that Britain said on its part that it has put "firmly on record the commitment to honour the wishes of the people of Gibraltar in accordance with their constitution."

Sir Geoffrey said the agreement was good for Gibraltar as it would allow for its economy to develop and diversify.

He said it was good, too, for Anglo-Spanish relations. "The way is now clear for the development of co-operation," he said.

Continued on Back P. Col 3

LABOUR DEFENCE GROUP COUP

By Our Political Staff

Labour unilateralists last night captured one of the last points of resistance to them when they ousted Mr Patrick Duffy, centre-right MP for Sheffield, Attercliffe, as chairman of the party's backbench defence group.

Elected in his place was Dr Gavin Strang, MP for Edinburgh East, whose unilateralist speech at last year's Brighton conference prompted a public protest from Mr James Callaghan.

POLISH PRIEST WAS STRANGLED

The Rev. Jerzy Popielusko, the pro-Solidarity Warsaw priest, was beaten and strangled to death before being thrown into a central Polish reservoir, a Polish government spokesman said yesterday.

The Rev. Popielusko, 37, was bound hand and foot and gagged when thrown into the water shortly after being kidnapped on Oct. 19, the spokesman said.

EXTRADITION TREATY UNDER WAY

By Our Staff Correspondent
in Brussels

AN extradition treaty to provide for the return to Britain of wanted criminals living in Spain is being prepared by Spanish and British officials, the Spanish Foreign Minister, Señor Fernando Miran, said yesterday.

He blamed Britain for not seeking such a treaty, but said technical talks were now going on between the two countries.

Plans to flee

Our CRIME STAFF writes: In some cases an extradition treaty may come too late. Leading criminals who have invested heavily in property and business, especially in southern Spain, have been preparing for the treaty for months and are ready to flee the country.

Some have already made arrangements to live in Costa Rica, which has no extradition treaty with Britain. Others may go to Brazil.

EXPLOSIVES HAUL

By Our Dublin Correspondent

Three men and a woman, believed to have Provisional IRA links, were being questioned by Irish police last night after 55lb of commercial explosives were found in the boot of a car near Healy, Co. Kildare.

LATE NEWS

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Rates cash Scargill misses for pit families talks with TUC leaders

By CHARLES LAURENCE

FAMILIES of striking miners in Northumberland are being given up to £20 a week in extra benefit from the rates to boost social security payments from the Government.

The scheme is being operated by the Labour-controlled Northumberland County Council. To keep within the law the benefits are in the form of vouchers which shopkeepers can cash.

A council spokesman said: "The benefits are loans, but there is the question of how strongly we press for repayment."

The benefits are being given under Section 1 of the Child Care Act, 1980, which allows county councils to make payments to families with children under 16 of these are deemed to be in need to take children into care.

Coal and shoes

The extra benefits include: £4 a week for two children for food with £2 a head for each extra child; £10 a week for a family to buy coal; £15 per child for footwear and £15 per child for clothes and when needed; the payment of arrears on electricity bills, which have so far cost about £60,000.

In all cases the families must have children under 16 to qualify.

Labour won control of Northumberland County Council in 1981 from the Conservatives, but its majority depends on the chairman's casting vote. There are 35 Labour members, 18 Conservatives, 14 Liberal and one SDP.

Mr Keith Robinson, the council leader, who is also Labour MP for Newcastle, said: "We are going to continue on Back P. Col 5

350 MORE MINERS BACK AT WORK

By Our Industrial Staff

A further 350 miners reported for work for the first time in the 38-week pit strike yesterday. The Coal Board said the figure would probably have been higher but for recent attacks on men who had gone back.

Mr Walker, Energy Secretary, echoed the Board's view and decried strike leaders' claims that the return to work was trailing off.

Two more pits resumed production yesterday—Sutton Manor, Lancs, and High Moor, Derby—making the total producing coal 65 out of 174.

DEATH THREAT TO SCARGILL

Security for Friday's meeting of Arthur Scargill and the Labour leader, Mr Kinnock, at Stoke-on-Trent is to be stepped up following a threat on the NUM president's life made yesterday.

A police spokesman said: "We are treating this threat as genuine and will make the necessary arrangements."

FORD STRIKE TALKS FAIL

By Our Industrial Staff

Talks on the strike by 270 sewing machinists—11 but seven of them women—which has stopped all Ford car production broke down last night without an agreement for management and unions to meet again.

No Ford cars have been built for ten days, and 9,600 workers at the company's main plants at Halewood on Merseyside and Lincoln, East London, have been laid off without pay since last Monday.

LORD HOWARD DIES

Lord Howard of Henderskelf, former chairman of the BBC and one of the most famous statesmen, died last night at his home. He was 64.

Obituary—P19; Other obituaries—P16.

Today's Weather

GENERAL SITUATION: Intense low near Ireland will maintain strong W. to S.W. flow over Britain.

LONDON, S.E. ENGLAND, E. ANGLIA: Early cloud and rain, sunny intervals, showers developed. Wind S.W. strong, decreasing moderate. Max 52° (10°C).

MIDLANDS, E. CON. S. E. ENGLAND, S.E. SCOTLAND: Sunny intervals, showers. Wind S.W. fresh to strong. 50° (10°C).

S.W. N.W. ENGLAND, CHANNEL, IRELAND, S.W. SCOTLAND: Showers, some heavy, sunny spells. Wind S.W. strong to gale. 50° (10°C).

N. IRELAND: Showers, some heavy and prolonged. Wind S.W. strong to gale. 48° (10°C).

S. NORTH SEA, STRAIT OF DOVER, ST. GEORGE'S CH. IRISH SEA: Wind S.W. force 6 to 7 to severe gale. Sea very rough.

ENC. CH. I.E. S.W., 67 to gale & very rough.

Outlook: Unsettled, windy. Weather Maps—P24.

By JOHN RICHARDS Industrial Correspondent
MR SCARGILL, NUM President, was absent from talks with TUC leaders on the dispute last night as spokesmen for the TUC and his own union condemned violence between miners.

NUM sources said that Mr Scargill's failure to appear at TUC headquarters in London was not a snub in leaders of the movement.

At first it was said that he never intended to be at the meeting, which was a routine one.

Later, it was explained that Mr Scargill had been at a rally at Moor Green Colliery in Nottinghamshire during the afternoon and had returned to his Sheffield headquarters to undertake a day-to-day business.

An NUM spokesman said: "Mr Michael McGahey and Mr Peter Heathfield are meeting the TUC. There is no need for Mr Scargill to be there."

'Nothing sinister'

"He has a busy schedule and it was impossible for him to make it to London in time for the meeting. There is nothing sinister going on at all."

Nevertheless, his absence could be interpreted as a deliberate distancing of himself from the TUC's anxiety about violence or any fresh peace initiatives, which might be under discussion.

Even Mr Scargill's friends might find it difficult to explain at today's meeting of the full General Council why he was unable to attend discussions with the most senior leaders of the movement.

At the General Council meeting today there will be moves to insist that the TUC drops its policy of "full support" for the miners unless the NUM holds a ballot of members.

Statements by Mr Willis, TUC general secretary, and Mr Heathfield, NUM general secretary, condemning the violence came as miners leaders met the seven-man team of TUC leaders who are "monitoring" the dispute.

Mr Heathfield, speaking on Continued on Back P. Col 5

5.2 pc RISE FOR PIT MANAGERS

By Our Industrial Correspondent

A 5.2 per cent pay rise for 15,000 colliery managers was agreed yesterday between the Coal Board and the British Association of Colliery Managers after talks lasting only 90 minutes. The deal comes into effect from Nov. 1 on rates ranging from £7,000 to £40,000 a year.

60 LIFTED OFF N. SEA OIL RIG

MORE than 60 men were airlifted off a North Sea oil rig which broke free in bad weather while under tow north-east of Shetland yesterday.

The Sovereign Explorer was being towed by three ships when the towline parted. The company, Sovereign Oil and Gas, said 29 men were remaining on board.

"We don't believe the men or the rig are in any danger," said Mr John Hopkinson, the company's engineering manager, in Aberdeen.

Coastguards described the weather in the area as "horrific" with hurricane-force winds. Taking part in the evacuation were civilian helicopters, an RAF helicopter and a coastguard helicopter from Shetland. An RAF Nimrod was scrambled to provide a flying command centre.

Coaster aground

Five seamen were airlifted to safety when a German coaster Lena Westel (1,000 tons) ran aground in sales off Great Yarmouth, Norfolk last night.

The vessel fired off distress flares when waves began breaking over her sides and an RAF helicopter rescued the crew. But the Master refused to leave his ship and the Coastguard called out the Lowestoft and Gorleston Lifeboats in case the vessel started to break up.

EMBASSY BOMB RAID FOILED

Rome police have foiled a planned bomb attack on the U.S. embassy there and arrested seven Lebanese who claimed to be supporters of the Iranian leader Ayatollah Khomeini.

Officials said they planned a suicide attack on the embassy using a truck filled with explosives.—Reuter.

Anti-terror tactics—P4



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INDEX TO OTHER PAGES

	PAGE		PAGE
Art. Sales	16	Leader Page	18
Arts Notices	15	Motoring	14
Births, Marriages and Deaths	26	Obituaries	16
City News 21, 22, 23 and 24	24	Parliamentary Report	12
City Prices	20	Personal	16
Court and Social	16	Sport	31, 32, 33 and 34
Entertainments Guide	35	TV and Radio	25
Houses and Estates	24	Way of the World	16
		Woman's Page	17

Striker attacked by knife-wielding thugs in case of mistaken identity

MINERS GO BACK 'ASHAMED OF THE VIOLENCE'

By JOHN WILLIAMS

MORE miners in North Yorkshire went back to work yesterday because they said they were ashamed of the violence and intimidation.

One hundred and sixteen men at the 2,000-man Kellingley Colliery, near Castleford, are now back at work — "disgusted with the intimidation," according to one miner.

Mr Percy Simpson, the pit manager, said he was confident that they could be producing coal by Friday.

The violence of some of the pickets "makes me feel ashamed to be a miner," said Trevor Flack, 29, a faceworker. Married with two young children, Mr Flack has not the faintest of howling pickets outside the pit for the past three weeks.

He said: "I am frightened to a certain degree. Obviously, nobody wants to be beaten up. But no matter what they do to me, they will not stop me coming in to work now."

Picket 'Fantastic'
Mr Steve Juhaz, 24, said: "I am ashamed of my own union. It is unbelievable that it should come to this."

Mr Derek Lill, 45, said he was "absolutely disgusted" by the violence, and he praised the police for doing a "fantastic job."

He said: "It was not so easy decision to come back to work. It was all the violence that finally made me decide. I just did not want to be part of that."

Meanwhile, a striking miner was recovering yesterday after being set on in a case of mistaken identity by knife-wielding thugs.

Mr Keith Winfield, 21, was ambushed by three men who came at him from behind a clump of trees as he left a bus stop at 11 p.m. on Monday at Hisham, near Barnsley. He was slashed across his stomach and his left hand.

It was thought that Mr Winfield, the father of two young children, was attacked in the belief he had returned to work at Dodworth Colliery, Barnsley.

Back for a Hogmanay bonus

By Our Industrial Staff

THE best figures for returning miners yesterday came in Scotland, for a long time one of the hard core areas of the strike, and the home ground of the National Union of Mineworkers' vice president, Mr Mick McGahey.

A further 106 Scottish miners returning yesterday took the total to 2,051, out of 12,500 in the area.

One factor behind the Scots' continuing drift back is the prospect of a pre-Hogmanay bonus, which can be received by anyone returning before the end of this week.

In the North-east, another 98 men went back, in Yorkshire 41, and in North Derbyshire, 63.

The state of play around the Coal Board regions yesterday was:

	Normal	Some	Not	On
	working	back	returning	strike
Scotland	2	8	2	2
N. East	—	13	2	—
N. Yorks	0	11	1	—
Doncaster	0	8	2	—
Barnsley	1	11	5	—
S. Yorks	0	15	2	—
N. Derbys	0	6	3	—
Notts	25	0	0	0
S. Mids	11	1	3	0
Western	10	7	0	0
S. Wales	0	4	0	24

£45m POLICE BILL IN NOTTS

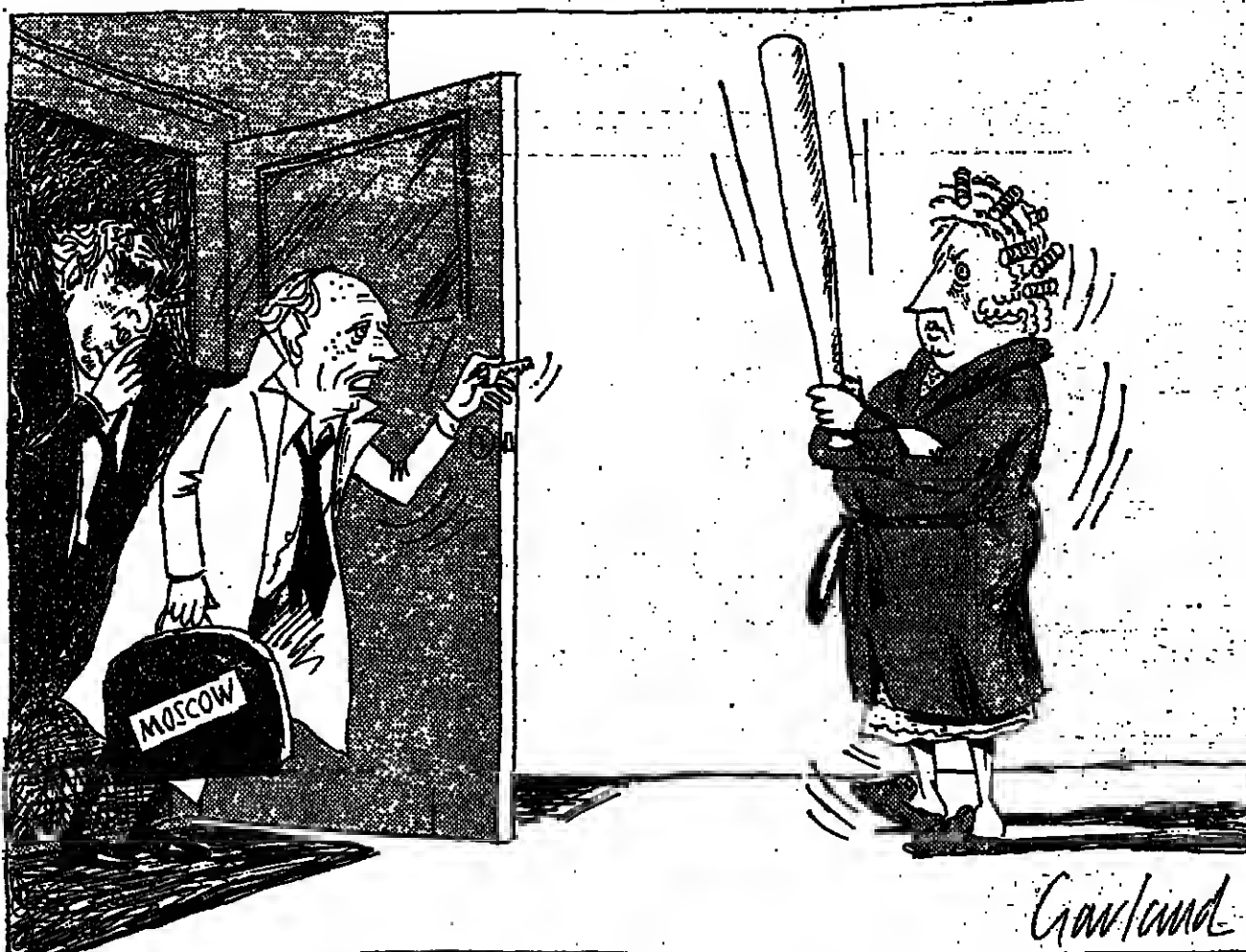
The cost of policing the miners' dispute in Nottinghamshire until Nov. 11 was £45,000,000, it was disclosed yesterday.

This is disclosed in a report due before Nottinghamshire County Council's finance committee this week. The Government has already agreed to meet most of the costs, leaving Nottinghamshire ratepayers with a bill for the period from March 12 of £700,000.

MINER THREW STONE

A striking Scottish miner admitted yesterday that he injured a security guard at Polmaise Colliery by throwing a stone which hit him on the head. Sentence on John Swain, 29, of King Street, Fallin, near Stirling, was deferred until Feb. 25 by Sheriff William Henderson at Stirling Sheriff Court.

Mr Houghton said that at school his daughter Leanne was called a scab by other children. He has now boarded up the windows of his home to protect his wife and children.



WIFE 'STRIKES' OVER MINER WHO WENT BACK

A striking miner who returned to work was back on the picket line yesterday after his wife staged her own "strike" in protest at his going back to Whitwell Colliery, Yorks.

Mr Gerry Goidham, 33, a face worker, returned home to find his wife Aon had left him taking the couple's seven-year-old son Carl with her.

When he tracked her down to her mother's home she said she would return but would not cook, clean or mend for him unless he rejoined the strike.

Mr Goidham, of Hunters Park, Whitwell, said: "There was nothing for it, I'm now back on the picket line."

MINER INJURED

A colliery supervisor was injured when he was trapped by a three-ton truck on an underground railway at Cadley Hill Colliery, South Derbyshire, yesterday. Mr Frank Palling, 58, of Repton Road, Hartshorne, near Derby has serious internal injuries.

MacGregor visits miner in hospital

By JAMES O'BRIEN

MR MICHAEL FLETCHER, the working miner who was beaten by hooded men wielding pickaxe handles, was visited in hospital yesterday by Mr Ian MacGregor, Coal Board chairman.

Mr MacGregor, accompanied by Mr Michael Eaton, the Board's director of communications, met Mr Fletcher for 25 mins. in a day room at Pontefract Hospital.

Mr Fletcher, 24, who sustained serious body injuries last Friday in the attack at his home in Alredale, near Castleford, was discharged after a medical examination following the visit.

He works at Frystone Colliery, near Castleford, where there has been some of the worst violence in the Yorkshire coalfield.

Before he left the hospital, Mr Fletcher met police officers who discussed the future safety of himself and his family. He was told by Mr MacGregor that the board would help to find him temporary alternative accommodation, we are not paying for it. Most of them have gone to stay at the homes of relatives. A handful have even moved out close to Bridlington.

Mr Fletcher told the chairman that the Area Board had already been "more than helpful."

He received a promise from Mr MacGregor that he would have a job in the coal industry as long as he wanted one.

The Board has also offered to make sure that Mr Stuart Spencer, whose £30,000 bungalow at Upton, near Pontefract, was damaged in an arson attack last Friday, would be able to continue to live there.

Mr Fletcher told the chairman that the Area Board had already been "more than helpful."

GETTY'S £100,000 FOR MINERS

Millionaire John Paul Getty II has given £100,000 to a Christmas appeal launched yesterday by the Women Against Pit Closures action group to help striking miners' families.

Mr Getty, 31, of Chesham, Cheshire, is reported to have a personal income of at least £15 million a year.

Mr Justice Hodgson, who on Monday ruled the Transport and General Workers' Union £200,000 for contempt of court, reserved judgment on another application by Austin Rover to have TASS fined for contempt.

Mr Richard Field, for the company, claimed yesterday that the union had acted unlawfully by calling a strike at the company's plant before it had been approved by a secret ballot as required under the 1984 Trade Union Act.

Only if the £200,000 fine is still unpaid by Dec 10 will the TASS be administered and further court proceedings for the sequestration of all its assets, which in accounts filed by the end of 1983 totalled £56.8 million.

As it is thought unlikely that the union will pay the fine voluntarily, the company will need to initiate steps for enforcement by applying to the judge for leave to issue a writ of sequestration.

As in the recent case of the National Union of Mineworkers whose assets have been sequestered for failure to pay a similar £200,000 fine for contempt, accountants would then be appointed under the writ to seize and freeze assets of the union until it had purged its contempt.

Seizures of its assets would mean that the transport union would be prevented from providing a wide range of services to its 1,547,000 members, who include dockers, lorry drivers, textile, public services and farm workers as well as engineers.

If the union's assets were seized under a writ of sequestration it could also lose the use of welfare funds and might need to apply to the courts for their release before benefits could continue to be paid.

In its latest accounts filed with the Government's Certification Office, the union disclosed fixed assets including buildings and property holdings worth £22.4 million, investments in stocks and shares worth £26.4 million and cash in the bank of £5.39 million.

OLD PIT GETS £17m FACELIFT

By JOHN WILLIAMS

THE National Coal Board announced yesterday that it is to spend £17 million reconstructing one of the North-west's oldest collieries.

The money will be spent over three years in a modernisation scheme at Sutton Manor at St Helens, where coal was produced for the first time yesterday since the one-month-old strike began.

Installation of new electric winders and skips to bring coal to the surface, a new ventilation fan and compressors and a boiler plant are included in the works.

In addition a further £6 million would be spent on improving pits in the Lancashire coalfield, said Mr John Northard, the NCB's western area director.

"This reconstruction scheme shows the board is prepared to invest in pits where there are future prospects of winning coal at a price the customer is prepared to pay," he added.

Mr Northard said the board was prepared to pay, he added.

MINERS' BRANCH CHIEF ACCUSED OF ATTACK

An NUM branch president was remanded in custody yesterday in connection with the attack on working miner Michael Fletcher, 24, who left Pontefract hospital yesterday after being beaten up in his home on Friday. He has a broken shoulder, broken ankle and bruised ribs.

Frystone Colliery branch president Roy Wright, 35, of Brotherton, near Castleford, was accused of grievous bodily harm. Miocers Michael John Travis, 23, of Briggs Avenue, Castleford, and Sean Gerner, 23, of Cedar Court, Castleford, were remanded on bail until Monday on condition that they live at home and observe an 8 p.m. to 8 a.m. curfew.

They must not go within 400 yards of Mr Fletcher's home nor contact him. Both are accused of besetting his home, and Gerner of carrying paint with intent to cause damage.

Four other miners were remanded in custody until Monday. Stephen James Cunningham, 25, of Park Green, Normanton, near Castleford, and Robert Arthur Redman, 23, of Chiltern Avenue, Castleford are accused of entering Mr Fletcher's home, causing grievous bodily harm and carrying pickaxe handles. Colin Loveday, 25, of Stansfield Road, Castleford, and Andrew Weaver, 23, of Leeds Road, Castleford, are charged with causing an affray.

Mr Fletcher told the chairman that the Area Board had already been "more than helpful."

He received a promise from Mr MacGregor that he would have a job in the coal industry as long as he wanted one.

The Board has also offered to make sure that Mr Stuart Spencer, whose £30,000 bungalow at Upton, near Pontefract, was damaged in an arson attack last Friday, would be able to continue to live there.

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Tighter controls on animal tests

By JOHN WEEKS Crime Staff

THERE will be tighter controls in experiments on animals in the new Cruelty to Animals Act which is due to be placed before the Commons within the next three years, a Home Office Minister said yesterday.

Mr David Mellor, Parliamentary Under-Secretary, said that the new Act, which replaces the 1876 Act, would include controls of breeding establishments for the first time. Animals used in laboratories would have to come from registered breeding establishments, and there would be a qualified person to ensure that animals were properly kept in laboratories.

Applicants for project licences will have to outline their work, explain its scientific content, describe the techniques they intend to use and assess the likely degree of pain or suffering for the animals involved.

It would then be for the Home Secretary to decide whether or not the work would be allowed to proceed.

Tests necessary
Mr Mellor, speaking in Edinburgh, said: "I hope the day will dawn when we shall no longer need animals for experiments. But we must be realistic. However unpalatable it may be for some, we must recognise that for the foreseeable future, a large number of tests will be necessary. I want to make clear that while I deplore unnecessary experiments, I equally wholeheartedly endorse necessary ones."

He told the Scottish Society for the Prevention of Cruelty to Animals that there can be no doubt whatsoever of the contribution made by animal experiments to the astonishing victories over injuries and disease which have been made in this century.

"Robo, diabetes, diphtheria and T.B. have all been conquered. Major life-saving surgical techniques, including organ transplants and coronary by-passes have been developed."

He added: "The length and quality of life have virtually everywhere here have been improved. But what has been done pales into insignificance compared with the many things still to do: multiple sclerosis and other diseases of the central nervous system; cancer; still to be overcome; the brain and many of its distressing disorders still to be understood. No responsible minister could put an end to such work."

Causes damaged
Mr Mellor said groups such as Animal Liberation, responsible for the poisoning of Mrs. Bars, who model themselves on urban guerrillas, have damaged the cause of animal welfare.

"To appear to model themselves on urban guerrillas or, worse, to appear to be contemptuous of human rights to utter obscenities, blood-curdling threats: to be more than ready to resort to violence—these are friends the animal welfare movement does not need."

Mr Mellor, whose home in Putney was dubbed in red paint earlier this year, said: "I shall not be deterred by my commitment by the activities of a small minority of extremists who resort to abuse and threats against me and my family."

He said that standards in Britain's laboratories were unquestionably the best in the world. The number of experiments on animals had fallen from 5,800,000 eight years ago to 3,800,000 last year. The number of cosmetic tests on animals had also fallen dramatically.

TATE BRUSH-OFF
Police peacefully ejected 250 art students after a six-hour sit-down demo at the Tate Gallery, Millbank, yesterday. They were protesting about Government art education spending cuts.

Business Opportunities in Clydebank

NO TOWN IS MORE ENTERPRISING

Erskine House, Clydebank, is a first rate success story. In the space of only 18 months, this prestige office building has been fully let to top tenants. Which is hardly surprising. For this must be one of the most cost efficient office buildings in Scotland—with occupational costs as low as 40% of similar office accommodation in Glasgow, Edinburgh or Aberdeen city centres.

Erskine House, a development by National Westminster Bank plc, took only 12 months to complete and being an Enterprise Zone scheme, the construction costs qualified for a full 100% allowance against Corporation Tax. In addition to which, tenants are exempt from general rates until 1991.

Centrally located in Clydebank's booming Business Park, Erskine House is only 15 minutes from both Glasgow city centre and Glasgow Airport and within 200 yds from 2 Transclyde Rail Stations and the new Clyde Shopping Centre.

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For full information on development opportunities and financial incentives available contact Clydebank Task Force, Clyde House, 170 Kibbowie Road, Clydebank. Tel 041-952 0084

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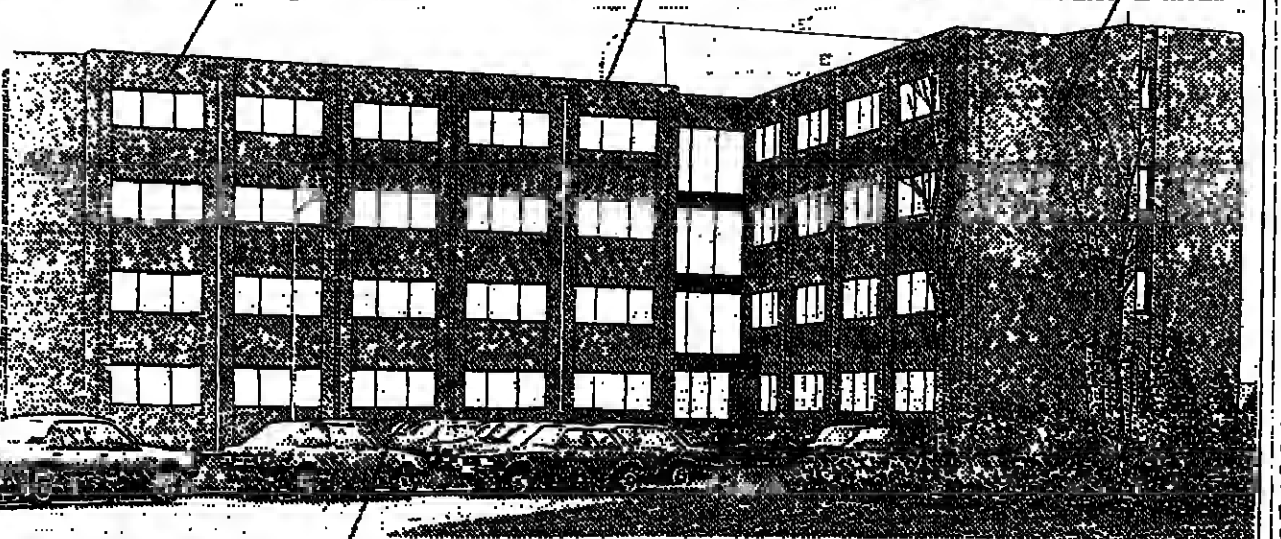
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UNQUOTE"

Interest Rates

The following investment interest rates will apply from 1st December 1984.

GOLD STAR ACCOUNT Investments from £1,000
8.10% net* = 11.57% gross
For balances below £1,000 - 6.75% net* (8.64% gross)
GOLD STAR WITH MONTHLY INTEREST ACCOUNT Investments from £5,000
8.41% net* = 12.01% gross
Equivalent annual return when monthly interest at 8.10% is added to capital

All other investment and deposit accounts will be reduced by 1% from 1st December 1984.

*Basic rate income tax paid.
†To those liable to tax at the basic rate.

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FATHER 'KILLED' THREE GIRLS TO HURT HIS WIFE'

A FATHER strangled his three young daughters to hurt his wife who he believed was being unfaithful, Mr ANTHONY CRIPPS, QC, prosecuting, said at Oxford Crown Court yesterday.

He said that JOHN LAMBERT's wife, who had at one time left home, taking two of the children with her, had been receiving letters from another man—

HOME LATE SON 'SHOT PARENTS'

A TEENAGER killed his mother and father with a shotgun after a row about coming in late, it was alleged yesterday at Caernarvon Crown Court.

Mr JOHN ROCH, QC, prosecuting, said MICHAEL LEWIS, 19, killed his parents in the bedroom of their rented farmhouse after his father challenged him: "Why don't you get the bloody gun and shoot me?"

Lewis denies murdering his father EUGENE, 44, and mother PATRICIA, 39, at Trefriw, Gwynedd, in the Conwy Valley, early on Monday, March 12.

Mr ROCH said Lewis took his father's shotgun from behind the grandfather clock in the living room of the house, took four cartridges, and went upstairs into his parents' bedroom.

"He killed his father with a single shot through the top of his head and killed his mother by shooting her three times from very close range.

"The reason he ultimately gave to the police to explain the terrible thing he had done that night was that there had been words between him and his parents in their bedroom over his coming in late."

The trial was adjourned until today.

RINGSIDE BAN ON 5ft TALL GRANDMOTHER

Wrestling officials have stepped in to protect the giants of the ring from the repeated attacks of a 67-year-old grandmother from Beemster, Bristol.

They issued a final warning after Mrs Leecass, who weighs nine stone and is 5ft tall, vented her anger on one wrestler by stubbing a cigarette out on his bottom.

Mrs Leecass, already banned from fights at British holiday camps, has been told she must stay in her seat during a six-month trial period if she wants to continue seeing fights at Colston Hall, Bristol.

Dutch delay decision on Briton's extradition

A COURT in Assen yesterday postponed a final ruling on Britain's extradition request for Stephen Smith, 30, leader of the Pädophile Information Exchange, the child sex organisation.

Mr Leo Mayers, public prosecutor, said the court had postponed its ruling in order to obtain more information on minor details from the British Government.

He said that although the court had already ruled that Smith could not be extradited for "soliciting adults to commit sexual intercourse with children," it suspended final judgment on another charge of possessing pornographic photographs as he was "uncertain" whether this was, in fact, a crime.

Mr Mayers pointed out that, according to the Netherlands extradition treaty with Britain, charges had to be proven criminal acts in both countries.

He was due to stand trial this month on charges of inciting people to commit sexual intercourse with a girl under 16, inciting people to commit burglary and inciting people to commit an act of gross indecency with or towards a child under 14.

He was accused of inciting people to indecent assault on a girl, publishing an obscene article in a magazine called Contract Sex and sending an indecent article—the magazine—through the post.

GIRL THROTTLED WITH TOWEL

Pauline Cantell, 16, was throttled with a towel after a night of drink and sex with a psychopath, Oxford Crown Court was told yesterday.

Robert Warner, 49, of St Mary's Road, Oxford, was jailed for life for the manslaughter of Pauline, of Swinburne Road, Oxford. His plea of not guilty to murder was accepted.

POP SINGER FINED

Marlene, the male pop singer, was fined £50 by Highbury Court yesterday after admitting driving through a red light in Camden Town on Aug. 10.

Clip-joint's £108 for three drinks

TWO clerks were fined £250 each yesterday for trying to burn down a Soho topless clip-joint which charged them £108 for three drinks.

Even Mr PIERRE HOMER TEMPLE, prosecuting at the Old Bailey, admitted that the Blue Angel club in Greek Street is "a seedy clip joint set up to get as much money out of customers as possible for as little value in a short space of time. To say the premises were dirty and the robbery is an understatement."

After ANDREW TAYLOR, 21, and EDWARD MCMABON, 17, went in and ordered a pint of beer they were presented with a topless hostess and asked to buy her a drink.

When they wanted to leave they were given a bill for £108. They only had £11 on them, and MCMABON was held hostage while Taylor went to his firm to borrow the money.

Dud cocktail

A few days later they went back, and MCMABON buried a Molotov cocktail inside. It did not explode, and staff caught the pair.

MCMABON, of Clifton Crescent Peckham, pleaded guilty to attempted arson on Aug. 1, Taylor, of Pelley Road, Plaistow, admitted having a fire bomb.

Judge Wickham said normally they might have gone to jail, but they had been badly treated by the club.

TEACHERS ON STRIKE AFTER ATTACK BY BOY

By Our Education Staff

Teachers who went on strike last week over an attack on a young female colleague by a pupil were convinced by their education authority yesterday.

Last Friday 20 teachers at Thornes Close Comprehensive School, Sunderland, effectively closed the school down by walking out when a 16-year-old boy who had punched the teacher in the face, was removed by the local authority after two months suspension.

The teachers, all members of the National Association of Schoolmasters and Union of Women Teachers, say they will remain on strike until a compromise, involving separate tuition for the pupil, has been found. More than 1,000 of their union colleagues in Sunderland have withdrawn from voluntary duties in support.

Girl allowed back

A 14-year-old girl who allegedly assaulted a teacher is to be allowed to go back to her school, Airdrie Academy, Lanarkshire. Education chiefs ruled the girl should go to another school but her parents appealed.

BRAIN SURGERY ON SEXUAL OFFENDER

By Our Johannesburg Correspondent

Sentence on a fifth-time sexual offender was postponed for three years in Johannesburg yesterday because he volunteered to undergo a brain operation to reduce his sexual urges.

"Brain surgery could be a breakthrough in medical aid to sexual offenders," said the magistrate, Mr Peter Smith.

Robert Bennie, 39, had admitted paying four boys under 16 about 50p to perform acts with him. It was his fifth conviction of sodomy and indecent assault since 1975.

A neurosurgeon, Mr Ronald Plotkin, told the court an electrode was implanted in an area of Bennie's brain controlling his sexual drive. The immediate result was loss of short-term memory, but interviews indicated the surgery was successful. Final results would be known in about six months' time.

'50 pc UNHAPPY' ABOUT BBC TV ADVERTISING

By Our TV and Radio Correspondent

Fifty per cent of people would be unhappy about advertising on BBC television, according to research carried out by NOP for the advertising agency, D'Arcy MacManus Masius.

But only 37 per cent felt that the quality of BBC programmes would suffer from the introduction of advertising and 77 per cent said they would prefer the TV licence fee to stay at £46 and have one advertisement an hour.

Only 18 per cent opted for a licence fee of £60 and no advertisements on the BBC.

MISTLETOE UP, HOLLY DOWN

Holly prices are likely to be down this Christmas but mistletoe looks likely to be expensive. Price trends were set yesterday at the first of the annual Christmas sales of holly and mistletoe at Tenbury Wells, Worcs., when buyers from all over the country were bidding.

Mistletoe, scarce because old cider orchards where it grows are being ploughed up, matched last year's record price of £40 a cwt. Best quality green holly made £25 a cwt, with first quality variegated holly for wreaths selling for £180 a cwt. Prices are expected to be higher at a second sale next week.



Mr Arthur Scargill, M.B.E.—not the miners' leader, but a 63-year-old namesake and fellow Yorkshireman who received the insignia from the Queen at Buckingham Palace yesterday on his retirement after 43 years' service as an Inland Revenue welfare officer.

I'd like a beer, says man with an artificial heart

By IAN BALL in New York

THE first words William Schroeder, 52, was able to utter after becoming the world's second recipient of a man-made heart on Sunday were about the device beating in his chest and his craving for a beer.

Early yesterday, Mr Schroeder, a grandfather, was removed from a respirator in his intensive-care room at Humana Hospital, Audubon, in Louisville, Kentucky.

He was able to talk when the breathing tube was removed from his throat, and he said to Dr William DeVries, 40, the surgeon who implanted the artificial heart: "Is the heart working all right? Is it

going to do anything for you?"

Then he added: "I'd like a can of beer."

But the best Dr DeVries could offer was another bowl of ice chips for his patient to suck. Later yesterday Mr Schroeder was to be offered clear liquids, but hardly the beverage for which he hankered.

"Thumping" in chest

Mr Schroeder was said to remain in a critical but stable condition and the 10-ounce pump to be "working beautifully." He said he could feel it "thumping" in his chest. It was "a little prominent," Dr DeVries was asked when his patient might be allowed to go home to Jasper, Indiana—still connected to a refrigerator-sized compressor driving the artificial heart—and he replied: "I hope before Christmas, but I think that's very optimistic."

Before the implantation Mr Schroeder was thought to have less than a week to live and to be unlikely to survive the weekend.

The operational life expectancy of the artificial heart is three to five years, and the surgical team is said to be hoping Mr Schroeder will survive for a year or two.

ABSCONDER BACK

Kenneth John Godson, 31, surrendered to police at Wolverhampton yesterday, after absconding from Sneyd Open Prison, Derbyshire, on Monday.

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DIRECT ACCESS
TO A COMPUTER
WOULD IMPROVE MY
EFFICIENCY NO
END...

BUT I'M
NOT SURE WHETHER
I COULD EVER BE
TRAINED TO
USE ONE!

WHO THE...?
WHAT THE...?

I'M MAPPERMAN
FROM SPERRY!

WITH THE
COMPUTER SYSTEM
YOU THOUGHT HADN'T
BEEN INVENTED...

A SYSTEM SO
SIMPLE ANYONE
CAN USE IT!

AFTER THE
SEMINAR...

YOU WERE RIGHT—LEARNING
TO USE MAPPER WAS SIMPLE!
IT'S REVOLUTIONIZED
MY JOB!

THANK YOU
MAPPERMAN

DON'T THANK
ME—THANK
SPERRY!

THAT SOUNDS TOO GOOD
TO BE TRUE!

JUST SPEND ONE DAY AT A
MAPPER SEMINAR AND
I'LL PROVE IT!

MAPPER FROM SPERRY
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SOVIET DEFENCE BUDGET LEAPS 12p.c. TO £18bn

By NIGEL WADE in Moscow

RUSSIA yesterday declared the biggest increase since the 1960s in its official defence budget figure for 1985, up by almost 12 per cent. on this year.

The Finance Minister, Mr Vasily Garbuzov, gave the figure at the opening of the winter session of the Supreme Soviet. The Defence Minister, Marshal Ustinov, 76, who is believed to be seriously ill, was absent.

STOCKHOLM SIGN OF END TO INERTIA

By JULIAN ISHERWOOD in Stockholm

THERE has been a negotiating breakthrough at the Stockholm conference on confidence and security building measures and disarmament in Europe, where delegations appear ready to accept a working schedule proposal.

Final agreement on a neutral and non-aligned proposal to set up two committees to discuss five separate proposals on confidence building and disarmament is expected to be made public within the next few days.

Both Nato and the Warsaw Pact countries have agreed to the proposal, which will bring the 35-nation conference forward from the inertia of the past 11 months which have mainly been given over to declaratory statements.

East bloc countries, and in particular the Soviet Union, have complained that the West has been unwilling to discuss "relevant issues" such as nuclear and chemical weaponry as well as a non-first-use treaty.

Equally intransigent, Western countries have claimed that these issues were not in the conference mandate, laid down after long and painful negotiations in Madrid.

Mr Garbuzov said Russia would spend 19.06 billion roubles (£18 billion) on defence, comprising 4.9 per cent. of the total state budget.

Last year's defence budget figure was officially put at 17.05 billion roubles (about £16 billion) or 4.6 per cent of total spending.

Western analysts have long treated the official defence budget statistic as deliberately misleading and calculate that Russia's military spending actually accounts for about 15 per cent of the total budget.

Nevertheless, it is significant that the Kremlin has decided to announce a major increase in the official figure, after many years in which it has not changed or even gone down.

'No attacks' pledge

President Chernenko announced two weeks ago that the 1985 budget would take "due account" of the need to strengthen Russia's defence capability.

"We cannot fail to see the growing aggressiveness of imperialism, its attempts to gain military superiority over the socialist community," Mr Chernenko said. "Our country is not going to attack anyone. This is clear to every sober-minded person."

The Finance Minister repeated these sentiments yesterday, saying the polithuro and Mr Chernenko personally were reacting with "restraint and fortitude" to a complex situation created by Washington's recourse to "brutal military force."



Mr Percy Norris, 56, Britain's deputy High Commissioner in Bombay, who was assassinated yesterday, pictured with his family last March at Buckingham Palace after receiving the insignia of an O.B.E. With him are his wife Angela, daughter Madeleine, 23, and son Martin, 25.

Fresh approach by West urged

By ROBIN GEDYE Diplomatic Staff

A DOCUMENT calling for a fresh approach to East-West relations based on a broad consensus among Western nations was published yesterday and signed by leading statesmen, including two former British Prime Ministers.

The Aspen Institute, an international political think tank, published a statement entitled "Managing East-West Conflict."

Mr Callaghan, former Labour Prime Minister, Mr Heath, former Conservative Prime Minister and Mrs Williams, President of the S.D.P., said that international relations called for a new, concerted approach among

Western nations to the Communist East.

The statement has been handed to President Reagan, Mrs Thatcher and other European leaders for their consideration. The Soviet ambassadors to Washington and London have also been given copies to pass on to their governments.

Mr Callaghan said East and West had become joint custodians of the world's future and it was time that the West "should chart a course and stick to it. We believe the West should have a sustained engagement with the Soviet Union."

Mr Heath called for an end to the damaging rhetoric that has "done so much harm" to East-West relations.

"One hundred and fifty people around a table in Geneva are not going to achieve

anything until the people at the top agree on a plan and delegate their emissaries to sort out the finer points."

The Aspen Institute statement calls on the West to accept that the Soviet Union is here to stay. "If we cannot live together we will die together... compromises are the only possibility."

It says the West's priorities should be:

To preserve democratic freedoms while continuing to deter conventional and nuclear war; to reduce the danger of armaments in a balanced, verifiable manner; to negotiate political understandings which would reduce East-West differences in all fields.

Kinnock denies his talks in Moscow undermine Nato

By NIGEL WADE in Moscow

MR KINNOCK denied at a Moscow Press conference yesterday that Labour's understanding on missile-for-missile cuts with Russia would extend to any other bilateral military agreements undermining Nato.

Diplomats from Nato embassies in Moscow privately expressed alarm yesterday over a Pravda report of Mr Kinnock's meeting with President Chernenko.

This quoted the Soviet leader as looking ahead to discussions and agreements on an "entire range" of military issues affecting Russia and Britain, under a Labour government.

"What on earth is an alliance for," asked one despairing Nato diplomat in a conversation with a colleague, "if one of its members goes and makes separate military agreements with the other side?"

I questioned Mr Kinnock about the passage attributed to Mr Chernenko and he rejected any suggestion that it implied a threat to Nato unity.

Labour was not prepared to enter into any further bilateral agreement with Russia on military matters, beyond the understanding spirit, out during his visit, that Moscow would cut its own missile forces equivalently if a Labour government declared Britain nuclear-weapons-free.

The Soviet report of the Kinnock-Chernenko meeting quoted the Kremlin leader as saying: "If Britain officially decided to carry through nuclear disarmament, the entire range of problems arising in this collection concerning Soviet-British relations in the military field could become a subject for discussion and relevant agreement between the Soviet Union and Britain."

Mr Kinnock said: "I did not interpret that statement, either when I heard it or when I read it over again as being an threat to disturb the cohesion of Nato."

Nato unity accepted
Missile-for-missile cuts, upon implementation, of Labour's non-nuclear defence policy, were the "only proposition" and "the only area in which there is any possibility of bilateral relationships in the field of defence."

Mr Kinnock has said throughout his six-day Moscow visit, which ended yesterday, that the Russians accept the need for Nato unity as a stabilising force in East-West relations. He said Mr Chernenko understood that a Labour government would remain committed to Nato, although not with nuclear weapons.

The Labour leader said it was impossible to state in detail, at this stage what missiles the Russians would agree to give up for exactly which missiles

Mr Healey, Labour's foreign affairs spokesman and former Defence Secretary, said modern satellite surveillance would provide sufficient verification of the Soviet understanding to dismantle missiles one-for-one with a Labour Britain.

As to verifying Mr Chernenko's promise not to target missiles on a non-nuclear Britain, Mr Healey implied that this question was irrelevant since, in a nuclear war between America and Russia everyone in the northern hemisphere would perish anyway.

Mr Healey clarified the understanding of how Soviet short-missile range SS-20s and SS-25s, recently deployed in Czechoslovakia and East Germany, might be affected by any British-Soviet deal involving the closure of American nuclear bases on British soil.

Mr Healey said it was clear that the Russians would make equivalent reductions in its SS-20 force in European Russia for each Polaris missile scrapped by Britain. But Moscow argued "quite reasonably" that if American SS-20s were simply transferred from Britain to somewhere else within striking range, then there could be no reduction in the missiles newly placed in Eastern Europe to counter them.

But if the Americans dismantle the missiles withdrawn from Britain and do not redeploy them or make a compensating increase elsewhere, Mr Healey said, "then the Russians will reduce their SS-20s and SS-25s accordingly."

Healey jibe

Mr Healey got in a crack about the South Korean airliner atrocity at the Press conference, attended by Russian and Western reporters.

Noting that Moscow feared modern weaponry would force computers to take crucial decisions on war or peace, he added: "Our experience in the shooting down of the Korean airliner suggests that reliance on computers is a very slender reed on which to depend for the survival of the human race."

A Soviet jet destroyed the airliner over the Soviet Far East since September last year, killing 269 people on board.

U.S. plans Israeli-type anti-terror tactics

By RICHARD BEESTON in Washington

A role towards international terrorism, and is prepared to launch Israeli-type tactics such as retaliatory bombing strikes against terrorist targets.

The decision to implement a "get tough" policy has been made despite dire warnings from the Pentagon that they are likely to bring bloody reprisals against Americans at home and abroad.

Frustrated by a series of failures in Lebanon to protect American lives and installations against terrorist attacks, the United States made detailed preparations recently to launch a retaliatory bombing strike if intelligence warnings about the new terrorist attacks on the United States and British embassies in Beirut were borne out.

The terrorist attack did not take place, but the advance military preparations indicated that America is ready to employ powerful military forces to combat terrorism.

Mr Shultz, Secretary of State, last month gave the first public indication of America's approach to terrorism when he declared beyond passive defence to consider means of active prevention, pre-emption and retaliation.

Flasco in Iran
But Pentagon officials, pointing to the inadequacy of American intelligence concerning international terrorist plans, question how accurate and effective American anti-terrorist strikes would be, and said one, "He might not like what we got back."

The quality of intelligence and the competence of the American military in small-scale Israeli-style operations have been under question ever since the 1980 Iranian hostage rescue fiasco and the American record in Lebanon.

To an interview published yesterday in the Washington Post the United States Marine Commandant, Gen. Kelley said for the past year the Marines had been "tapping all the best minds in the world in how you counter this threat—British experience, the Israeli experience. What we are trying to do is address terrorism as another kind of warfare," he said.

Dioxin waste DESTROYED
By Our Geneva Correspondent
The trial incineration of 10 kilograms of waste from the Seveso disaster, containing up to five grams of dioxin, was carried out in a Bagle chemical factory yesterday in special oven, eight years after the escape of the substance at a Swiss plant in Italy.

After lengthy tests, assurances were given that there was no danger for the population. The rest would be incinerated in February after further safety tests.

TAX REFORM SCHEME FOR REAGAN
By DAVID SHEARS in Washington
THE American Treasury has presented President Reagan with sweeping tax reforms that would simplify the complex federal taxation system while neither increasing nor reducing total government revenue.

Officials who disclosed broad outlines of the proposals yesterday conceded that it was highly controversial within both the White House and Congress, and that it so far lacked presidential approval. But it would reduce the present 16 income tax bands to three:

On salaries of less than \$5,800 (£5,140) couples would pay no tax.
On earnings of \$51,801-\$65,800 (£26,280-£29,720) they would pay 25 per cent.
On earnings of \$65,801-\$83,800 (£30,720-£37,720) they would pay 25 per cent.

For earnings of more than \$83,800 (£37,720) there would be a 35 per cent rate.

Increased burden
The tax plan would continue to allow mortgage interest payments to be deductible from taxable income insofar as they apply to "principal residences" but limit the deduction allowed for mortgages on second homes.

Company taxes would be cut from the present 46 per cent rate to 35 per cent, but major business tax relief would be eliminated. The net result would be an increased tax burden on industry.

Specifically, the two largest business tax "breaks" contained in Mr Reagan's 1981 tax relief law to stimulate the economy, the investment tax credit and a rapid "write-off" allowance, would be curtailed.

Pensioners and widows

How you'll get your Christmas bonus

Because of continued industrial action at our Newcastle computer centre, special arrangements have been made to pay this year's £10 Christmas Bonus.

How you'll be paid.

If you have an order book containing current orders and the order for the week beginning 3 December has been increased by £10, or has a £10 voucher attached, you will get the bonus when you collect your pension for that week. Otherwise, check below.

If your pension is paid —

On your old order book: the post office will pay the bonus when you collect your pension for the week commencing 3 December.

By Girocheque from Newcastle or your social security office: you will be sent the bonus during December, but it may be later for some pensioners who are paid 13-weekly.

By credit transfer to a bank or building society account: if you are paid 4-weekly, the bonus will be added to the payment which includes the week beginning 3 December. If you are paid 13-weekly, the bonus will be paid as a separate credit to your account during December.

Annually: the bonus will be added to your pension when it is paid in December.

If you are entitled to the bonus but are not covered by the above arrangements, you will be sent it in December.

FREEDOM FOR SKYJACKED 117 WON BY ITALY

By R. BARRY O'BRIEN in Addis Ababa

THE three-day ordeal of 117 passengers and crew held hostage aboard a Somali airliner at Addis Ababa airport by three armed skyjackers ended yesterday when Italy won their release.

The skyjackers, led by a Somali Army captain, threatened to blow up the plane unless seven students sentenced to death in Somalia were reprieved and freed, and 14 other political prisoners, including former Somali Government Ministers, were released.

A letter from the Italian Embassy in Addis Ababa delivered to the airport said the Italian Government had learned from the Somali Government that it would not proceed with execution of any of the seven.

The skyjackers, who said they seized the plane in save students' lives, surrendered after they were shown the letter and were offered political asylum in Ethiopia or safe passage to a country of their choice.

The letter said that the Italian Government had acted in a spirit of humanitarian concern. And Mr. Goshu Wolde, Ethiopia's Foreign Minister, thanked the Italian Government and Foreign Minister, Signor Andreotti, for their efforts to end the skyjacking without bloodshed.

Pistols at breakfast

At an airport Press conference, the skyjackers' leader, Capt Awil Adan Bourhan, said they seized the aircraft because the passengers included 20 Somali Government officials, one travelling to a meeting in Cairo, the other on his way to Peking.

The 108 passengers and nine crew, including four Somali stewardesses, looked tired but relieved as they left the blue and white Boeing 747 of Somali Airlines surrounded by armed Ethiopian soldiers.

Their ordeal began as breakfast was being served aboard Somali Airlines Flight 414 from Mogadishu to Jeddah, Saudi Arabia, 45 minutes after an 8 a.m. take-off on Saturday.

Miss Saad Mohamed, 26, chief stewardess, said the skyjackers had two pistols and three bombs. "We were still serving breakfast when the army captain ran

to the cockpit with a gun, I grabbed him, but he was too heavy and too strong," she said. "The cabin crew closed the door of the cockpit, but he shot through the door and wounded one of our crew. He shot his gun a lot of times. He was shouting as he went into the cockpit."

The airliner was escorted by Adhik Ababa by Ethiopian MiG fighters after being refused permission to land at Aden. The occupants' ordeal went on for three days and nights after the plane landed. All that time they placed the possibility of being blown up.

Mr Jim Dell, 30, construction engineer at the United States Embassy in Mogadishu, said that the Somali Army captain, sitting in front of him, stood up, holding a briefcase, and walked forwards.

A passenger sitting on the aisle then mentioned to him that a flashlight was going on near the cockpit.

He heard a pistol shot, and soon afterwards the skyjacking was announced. The skyjackers ran up and down the aisle waving pistols.

Some people were rather frightened, said Mr Dell. "There was no screaming, but everyone was as tense as hell." The skyjackers said they had shot the flight engineer, but it transpired he had not been shot.

Mr Dell said the skyjackers treated the passengers well. After the landing they became very open and friendly. When he became ill they got him a doctor.

Asked if the friendliness reassured him that the skyjackers did not intend to kill anyone, he said: "No, I thought it was just a way to keep us at our ease."

The skyjackers gave the passengers the news that they were free at about 10 a.m. yesterday, and there was applause.

Phone tap query upset for Hawke

By DENIS WARNER in Melbourne

AUSTRALIA'S Labour party found itself on the defensive yesterday over allegations made by panel members in the debate between Mr Hawke, the Prime Minister, and Mr Peacock, the leader of the Opposition, on Monday night.

One panel member said during the debate that the telephone of the editor of the Fairfax newspaper, The National Times, Mr Brian Tanhve, had been tapped by a security organisation.

As THE NATIONAL TIMES specialises in the publication of leaked classified documents, it would be less than surprising if it had not occurred to security organisations to tap his phone. In these final days of the federal election campaign it is also not surprising that the allegations have become a hot issue.

Mr Hawke refused yesterday to confirm or deny that Mr Tanhve's phone had been tapped.

Resignation call

Mr Peacock has demanded the resignation of Senator Evans, the Attorney General, for having misused information that did not go to the heart of national security.

Mr Evans has declined to say whether he had authorised the tapping of Mr Tanhve's phone.

The statements by both Mr Evans and Mr Hawke clearly fall well short of a denial and have added to the uncertainty in the electorate generated by the debate on Monday night.

Special Article—P18

Sharon 'paid price' for Palestinian refugees' massacre

By TONY ALLEN-MILLS in New York

THE massacre of several hundred Palestinian refugees in Beirut in 1982 was a "mistake" for which the former Israeli Defence Minister, Gen. Ariel Sharon, "paid the price," he told a Manhattan court yesterday.

Giving evidence for the seventh day in his \$40 million libel suit against TIME magazine, Gen. Sharon said he was "punished" after a Phalangist militiaman swarmed through two refugee camps, slaughtering Palestinians.

"It's clear we made a mistake and the civilian population suffered casualties in a tragic event," he said. "I was punished for that and I paid the price."

But the 56-year-old general repeatedly denied that he had any prior knowledge that a massacre would take place. He is suing TIME for claiming in an article that he encouraged Phalangists to seek revenge against the Palestinians for the assassination of Lebanese president-elect Bashir Gemayel.

Gen. Sharon did not explain exactly how he had been "punished," but he has told the court that he was obliged to resign as Defence Minister and he claims his reputation has been severely besmirched by

suggestions that he was responsible for the massacre. To earlier evidence, lawyers for TIME introduced biblical references to the murder of Abel by his brother Cain.

Gen. Sharon acknowledged that he once said an Israeli commission investigating the massacre had put the "Mark of Cain" on him.

The lawyer representing TIME, Mr Thomas Barr, asked him: "The mark of Cain, General, is the mark of a murderer, isn't it?" Gen. Sharon replied that the Israeli Government commission investigating the massacre had not accused him of killing anyone.

The commission never found him, even in one word or sentence of its official report on the massacre, they never found him responsible for a murder, for instigating a murder, for discussing a murder of innocent people—not even in one word.

He was asked if it wasn't "plain" that the commission found him responsible for permitting Phalangist militiamen to enter Palestinian camps and murder hundreds of refugees. "That was the conclusion of the commission that I never accepted," Gen. Sharon replied.

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Palestinians consider Hussein's peace plan

By JOHN BULLOCH in Amman

THE Palestine National Council was last night hammering out resolutions which would decide whether King Hussein's proposal for negotiations with Israel through an international conference would get the go-ahead.

IRAQ-U.S. LINK AIDS JORDAN

By JOHN BULLOCH in Amman

THE resumption of diplomatic relations between Iraq and America has strengthened the hand of King Hussein of Jordan as he tries to put together a moderate Arab alliance according to diplomats in Amman yesterday.

Jordan believes that to set a go-ahead from Arab states to join the Palestine Liberation Organisation in negotiations with Israel about the West Bank it is necessary to form a credible bloc.

This would counter the extremism of such states as Syria, Libya, and South Yemen, which champion the cause of the Palestinian dissidents opposed to Yasser Arafat.

Iraq and the United States agreed to resume relations during the visit to Washington by Mr Tariq Aziz, Iraqi Foreign Minister.

The move had been widely forecast and was seen as putting the seal on a gradual process which had been going on for some time.

Siding with Iraq

When the Gulf war began four years ago America and most Western countries tried to maintain strict neutrality, but with the then recent memory of the hostage crisis in Teheran this was more difficult for America.

Gradually the United States began siding more and more with Iraq, especially after Iraqi forces were forced to withdraw from territory in Iran they had earlier captured.

Once they were back on the international border charges of Iraqi aggression could be accounted, and America was able to show her preference for the Baghdad Government over Ayatollah Khomeini's regime in Teheran.

King Hussein has been Iraq's closest ally since the Gulf war began. Most of Iraq's requirements are shipped through the Jordanian port of Aqaba.

'38 REBELS' KILLED

Troops killed 38 rebels in Mozambique in a dozen clashes between Nov. 12 and 21, it was reported in Maputo yesterday. Some civilian hostages taken by the rebels were said to have been freed.—A.P.

The political committee of the Council was meeting in private session to try to formulate clear recommendations.

But one member told me that after two hours there was still argument about the first item on the agenda — unity of the Palestine Liberation Organisation.

Recommendations today

The committee was to have submitted its resolutions last night for approval by the whole Council, but Dr Nabil Sha'at, chairman, said its recommendations would be put to a final session of the Council today.

The most controversial item was King Hussein's suggestion that the P.L.O. together should ask the United Nations secretary-general to convene an international conference at which all parties in the Middle East conflict would be present.

Negotiations would then be held on the basis of United Nations Resolution 242, which ended the 1967 war.

But that resolution speaks of the Palestinians only as refugees and gives them no right of self-determination. It merely calls for Israeli withdrawal from occupied territory in exchange for guaranteed borders and security.

Noisy wrangle

Mrs Leila Sharaf, Jordanian Minister of Information, said her Government was not expecting immediate acceptance or rejection of the king's proposal from the Palestinians. It had to be discussed.

As the rejected Resolution 242 some hard bargaining lies ahead if the king's proposal is to get anywhere.

The full Palestine conference has continued a noisy wrangle over membership. There is an unspoken but widely held suspicion that Yasser Arafat and his colleagues are trying to pack the Council with their own supporters.

The P.L.O. rebels in Damascus meanwhile eagerly exploit the rows seen nightly on Syrian television.

2 NIGERIANS JAILED

Two former Nigerian politicians were jailed for 21 years for corruption yesterday the Nigerian news agency reported. Olasupo Akinwale and Bola Akinpelu were found guilty of receiving a total of £50,000 in kick-backs and as part of a "businessman-trust" to a businessman.—Reuters.

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100 SOVIET TROOPS SEIZED BY AFGHAN REBELS

By M. AFTAB in Islamabad

ONE HUNDRED Russian soldiers were captured by Islamic insurgents as they tried to flush out mujahideen hideouts near the south-eastern Afghanistan town of Kandahar earlier this month.

Thirty Soviet soldiers and four insurgents were killed in the clashes, at Argandab, and several armoured personnel carriers were destroyed. The Russians responded to the capture with air attacks on the area between Nov. 14 and 22.

During the bombing operations three Soviet MiGs were shot down by the rebels, according to Western diplomatic dispatches received in Islamabad this week.

Diplomatic sources said that 13,000 Soviet troops are now based at Kandahar airport. Units patrol the strategically

important Kandahar-Spin Boldak road, which connects Afghanistan with Pakistan's south-western province of Baluchistan.



The troops withdraw from their daily patrol duty to their airport base at night. The road, as a result of the patrol, has become quite safe from the

rebel operations in the region, sources said. Kabul, the Afghan capital, was subjected to heavy rocket attack on Nov. 25. Insurgents lobbed 24 rockets into the city within 45 minutes. The Soviet-built Mirzayay housing complex and the fashionable Wazir Akbar Mina residential district were the targets. Four people were killed and 17 wounded.

The rockets were fired from Koh-e-Qal'eh-Fatuh hill, south of the Bini Hissar area of Kabul. The Afghan regime troops and the Russian Communist party and the principal rival of Karmal, who heads the minority Parcham (Flag) wing.



Colombian police burning marijuana in the Tayrona National Park at the start of a new drive aimed at destroying a "harvest" of 20,000 tons.

500 French police sent to New Caledonia

By IAN WARD in Singapore

FIVE HUNDRED police reinforcements from Paris yesterday flew into France's troubled South Pacific colony of New Caledonia as militant Melanesian islanders threatened to declare unilateral independence on Saturday.

To add to the territory's problems, French settlers yesterday vowed to go on strike unless the authorities took firm action against the

rebellious Kanak Socialist National Liberation Front, which has pursued a policy of violence and intimidation since the elections 10 days ago.

Pressure by the front is said to have effectively influenced political thinking in Paris to the point where serious consideration is now being given to advancing substantially the next stage of the territory's so-called "decision on independence."

It had been planned to hold another round of elections in 1989, at which the New Caledonia population would be given the choice between continuation of the island's present semi-autonomous status in varying degrees or full independence.

The native Melanesians, or Kanaks, as they are locally called, strongly reject these plans. They insist that 1989 is too long to wait for a procedure which is loaded against them.

As they are a racial minority in their own land—they represent only 43 per cent. of the population—the Kanaks maintain they can never achieve independence under the Paris-devised system, which is geared to the ballot box.

Widespread disruption Since the elections on Nov. 18 which were boycotted by the opposition front and won with a landslide victory by the anti-independence republicans, militant Melanesians have carried out widespread disruption of urban areas through roadblocks, armed raids, short circuiting of electricity sub-stations and sniper fire.

So far, security force reaction has been muted, with few arrests being made. French settlers, however, are now demanding a government crackdown on the dissidents.

But such a move by the authorities could trigger immediate political responses from nearby South Pacific island nations who are all strongly opposed to a continued French colonial presence in the area.

The next three days will be critical for France's position in the region.

If decisions taken by the French result in an aggravated South Pacific community, it is quite possible that moves will be made clandestinely to support Kanak guerrillas, some of whom have already undergone training in Libya.

ENVY VANISHES IN BANGKOK

A Polish diplomat has vanished in Bangkok. Stanislaw Wlaskowski, Second Secretary in the Polish Embassy in Ha Noi, had arrived in Bangkok on Nov. 14 from Warsaw en route to Vietnam.

The Polish Embassy in Bangkok telephoned his hotel on Nov. 16 and was advised he had left. No trace of him has since been found, and an Immigration Department source said there was no record of his leaving Thailand.

CURB ON DISSIDENT

A veteran Hungarian dissident, Gyorgy Krasov, 52, an economist, had been put under a year's police surveillance for engaging in unofficial literature, dissidents in Budapest said by telephone yesterday. He may not go out between 8 p.m. and 6 a.m., may not use a telephone, and may not visit places like cafes, libraries, and railway stations.—Reuter.

RALLY AGAINST MARCOS

By IAN WARD in Singapore

AN anti-government rally organised in Manila yesterday to celebrate what would have been the 52nd birthday of assassinated Philippine opposition leader, Benigno Aquino, heard speakers repeatedly call for unity to fight an expected early election.

The clear implication of their message is that there is now a perceived urgency among the opposition leadership to prepare for President Ferdinand Marcos's expected death.

Although the next elections are not due until 1987, rumours of the 67-year-old Filipino leader's declining health have triggered speculation about the constitutional requirement for polls within 90 days should the President die or become incapacitated.

Mrs Corason Aquino, widow of the assassinated politician who in death has become the martyred symbol of anti-government fervour, told yesterday's rally of her pleasure at seeing leaders of various opposition parties gathered at the birthday celebration.

"I know we want to be united so that we can have only one candidate against Marcos, or whoever will be pitted against us," said Mrs Aquino. Her remarks were taken as clear reference to the possibility of a sudden exit by the President from the political scene.

Effects of Ill

Public expectation that President Marcos's health is deteriorating was fuelled further on Monday when Government-controlled television news programmes ran film clips of him, exhausted and clearly-eyed, together with Cabinet members at Malacanang Palace, his official residence.

The palace information machine maintains that he is merely suffering the effects of influenza.

But the President has been out of circulation, except for that one televised meeting, for 14 days during which time his information machine has cranked out a rash of totally contradictory bulletins on his condition.

Rumours have had him undergoing major surgery, dying and even dead.

100 DIE IN THAI BORDER CLASH

By Our Bangkok Correspondent

An estimated 100 Communist soldiers were killed and many others injured during two days of fighting between Thai and Vietnamese soldiers, it was reported yesterday.

Crossfire between Thailand and Vietnam first broke out on Monday when guerrilla rebels aimed at the guerrilla rebel base of Nong Chuan fell on Thai territory. About 80 Communist soldiers also attacked Thai posts along the Thai-Cambodian border and intruded into Thailand while searching for Cambodian rebels.

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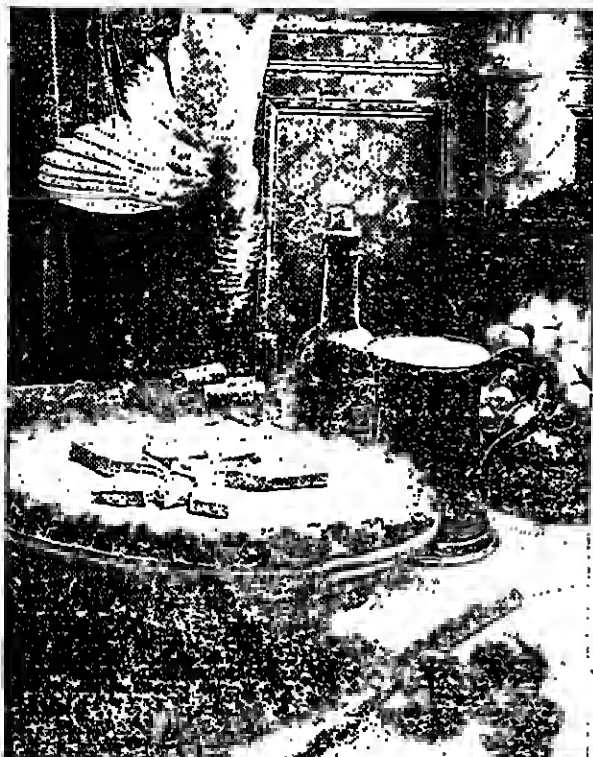
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ENVY VANISHES IN BANGKOK

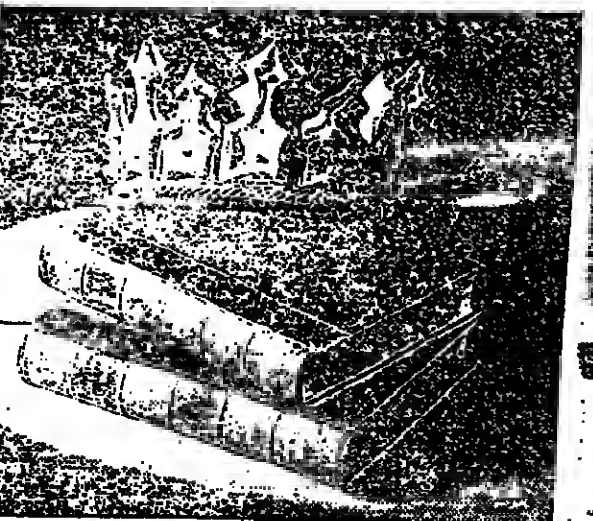
A Polish diplomat has vanished in Bangkok. Stanislaw Wlaskowski, Second Secretary in the Polish Embassy in Ha Noi, had arrived in Bangkok on Nov. 14 from Warsaw en route to Vietnam.

Game, Set and Match in the Big Heart of England.

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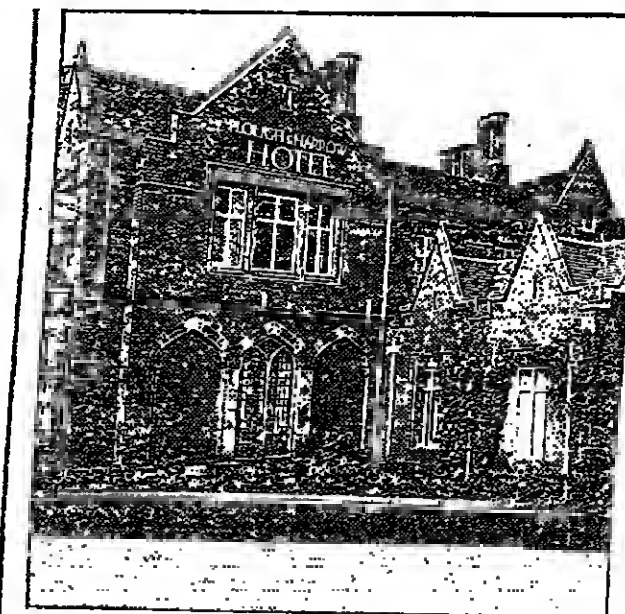


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BR TO TINKER WITH COMMUTER TIMETABLES AGAIN

By JOHN PETTY Transport Correspondent

DRAFT timetables for discussion with railway unions, local councils and amenity groups indicate another shake-up of London area commuter services on Eastern Region as well as Southern Region next May.

It is a mixture of good and bad news, with improvements to places such as Southend and Ipswich but some reductions affecting north-east London, Bishop's Stortford and Cambridge.

British Rail emphasised the proposals are provisional and may be altered.

But there will be extra seating on the Liverpool Street to Southend Victoria line, and extra off-peak fast trains on the same route, improving travel from places such as Wickford.

Introduction of electrification to Ipswich will mean faster services. Branch line timetables will be amended to match.

Late-night cuts

A start to electrification work between Bishop's Stortford and Cambridge will mean some late-night cuts. One peak service each way will be dropped from the Liverpool Street-Cambridge run but there will be more off-peak services.

On the Fenchurch Street line there will be two extra morning trains from Shoeburyness but one fewer from Tilbury. One

evening train will be axed to Tilbury, but in each case other trains will make extra stops at Tilbury.

Many services will have slight retimings but there will be no major changes on the King's Cross local lines, although there will be an extra morning peak-hour service from Peterborough.

Lightly-used late night trains on the London-Bishop's Stortford line will be withdrawn, with early closure for stations at Southbury, Turkey Street and Theobalds Grove on one route and at Northumberland Park and Angel Road on another.

The lost Liverpool Street to Cheshunt service will leave at 9.49 p.m. but the town will still have services via other routes.

Southern confirmed its revamp over a wide area will be because the major changes made last May "did not appear to be working too well."

Many lines will get slightly better services at the start and finish of rush-hour and off-peak services will become more reliable.

20 new stations urged on Eastern

By Our Transport Correspondent

SITES where 20 new stations could be justified in East Anglia, the region with the fastest-growing population, have been identified in a survey by the Railway Development Society.

It also urges Parish councils or local voluntary groups to consider "adopting" their local station to give practical help in its upkeep.

There are 51 unstaffed stations in East Anglia, says the report by the regional branch of the society. "These can easily become vandalised and unattractive. British Rail must attract tenants to redundant buildings wherever possible."

It welcomes electrification on main lines on the 450-mile passenger network in the area but adds "there is no cause for complacency because some branch lines might be axed."

A case can be made, it says, for electrifying the Marks Tey Sudbury branch line and also the Norwich to Lowestoft and Yarmouth routes. There is also a longer-term case for electrifying cross-country lines via Cambridge and Peterborough which are used by freight trains to the Midlands from East Anglian ports, including Felixstowe and Harwich.

Cheaper than roads

Mainline electrification in East Anglia is costing around £800,000 a mile, but on branch lines it could be as little as £100,000 a mile, it is claimed. It compares with up to £5 million a mile for a new motorway and up to £1 million a mile for a new main road.

It urges an experimental passenger-train service on one of the routes now used only by goods trains, such as the Cambridge-St Ives route, that from March to Wisbech, or from Norwich to Dereham.

On new or reopened stations, the society says a single platform on a new site alongside a single track could be built for a little over £20,000. The cost is less for reopening a former station.

It lists possible candidates for new or reopened stations as Cornhill, Farnham, Farnham, Melton, Farnham, Bentley, Arlebury, Norwich Road (Ipswich), Bealings, Farnham, Six Mile Bottom, Cherry Hinton, Colchester Lane (Cambridge), Arlesey, Offord and Backlog, Farnham and Farnham.

"This list is not exhaustive," it adds.

'Split' train investigated

By Our Transport Correspondent

BRITISH RAIL were yesterday investigating how a 100 mph Glasgow-London express broke in two at Brinklow, near Rugby.

The 10-coach 3.10 p.m. from Scotland became uncoupled between the third and fourth coaches, both of them first class. The engine and front three coaches sped on down the line, leaving the buffet car and six other coaches stranded.

A British Rail spokesman said: "There must have been at least 50 passengers on board. Fortunately there was no one in the connecting part at the time and nobody was hurt."

Two hours' late

A check is being made on all couplings, which are the standard kind.

The incident was at 7.13 p.m. on Monday night and made the train two hours late into Euston. The front half quickly came to a halt because connecting pipes between the coaches were misaligned, alerting both driver and guard.

C of E SURVEY INTO PROBLEMS OF A PRIEST

By Our Churches Correspondent

The Archbishop of Canterbury's Commission on Urban Priority Areas is to make an extensive survey of a large sample of its clergy and their views about their work. It was announced from Lambeth Palace yesterday.

The survey is being undertaken by the Commission by the Gallup organisation, which will ask 300 parish priests to speak in depth about both their difficulties and the satisfaction they get from their work.

Among the areas investigated will be the main social problems of the parish, the usefulness of team or group ministries, the degree of support a clergyman gets, housing, the relevance of theological college education, uncertainty about objectives, the role of the church in society, and financial and administrative problems.

GENERAL ROBBED

Nine medals, including the Legion d'Honneur, Croix de Guerre and D.S.O., were stolen from Gen. Sir Hugh Stockwell when his home in Horton, Devizes, Wilts, was unoccupied for 50 minutes on Monday. He had taken them from the bank to wear on Remembrance Sunday.

Time for a new voice

KEEPING delightful (round-the-clock) company in London yesterday was Mr Brian Cobby, 55, one of the 12 finalists in a British Telecom contest to find a new golden voice for its Speaking Clock.

For 21 years about 300 million telephone callers a year have heard the precise times of Miss Pat Simmons, and on Dec. 3 she will be one of the judges who will listen to the finalists' recordings yesterday. "At the third stroke it will be nine fifty-nine and twenty seconds."

The winner, who will receive £5,000, will be announced two days later and the new voice heard adding the time "precisely" soon afterwards. The competition attracted about 5,000 entries.

Mr Cobby, an assistant supervisor from Brighton, sees no reason for the Speaking Clock to be "sexist."

After all, he said, "the most famous clock in Britain is called Big Ben, not Big Bertha."

With Mr Cobby are, clockwise (from one o'clock): Deborah Sawyer, Edd Riddle, Christine Billea, Audrey Borgia, Christine Coad, Joan Dawe, Anne Grant, Faith Hammond, Joan Jamieson, Elizabeth Linton and Paolo Napier.

NEW YEAR'S EVE FREE TUBE TRAVEL

By Our Transport Correspondent

FREE late-night travel on London buses and trains will be provided on New Year's Eve to encourage revellers to leave their cars at home and use public transport.

London Transport has done a deal with Courage Brewery which will foot the bill in exchange for publicity for its lager.

The scheme was welcomed by Scotland Yard as likely to make it a safer New Year. Free travel will start at 11 p.m. and continue until 4 a.m. on the all-night bus services which were recently extended to cover places as far as Uxbridge to the west, Porters Bar and Cheshunt in the north, Harold Hill in the east and Croydon in the south.

Brewery scheme

The Phoenix Brewery in Sussex has launched a Christmas "Get You Home" taxi service for motorists at 500 of its pubs. It has arranged for taxi firms to give priority to customers who call on cash from its pubs in Sussex, Hampshire, Kent and Surrey. The brewery guarantees that no one will have to wait longer than 20 minutes for a taxi.

MORE SCOTS JAIL OFFICERS HURT

Assaults on Scottish prison staff have more than doubled in four years. There were 158 attacks last year, compared with 75 in 1980, the Director of the Scottish Prison Service says in his annual report.

Scottish jails also had more inmates last year than at any time during the previous 10 years except in 1978. The average daily prison population was 15,052. In 1978 it was 15,062.

BODY ON LINE

Police were investigating the death of a 25-year-old trainee midwife whose body was found on a railway line near Derby. Susan Crook, of Church Drive, Carrington, Nottingham, worked at Nottingham City Hospital.

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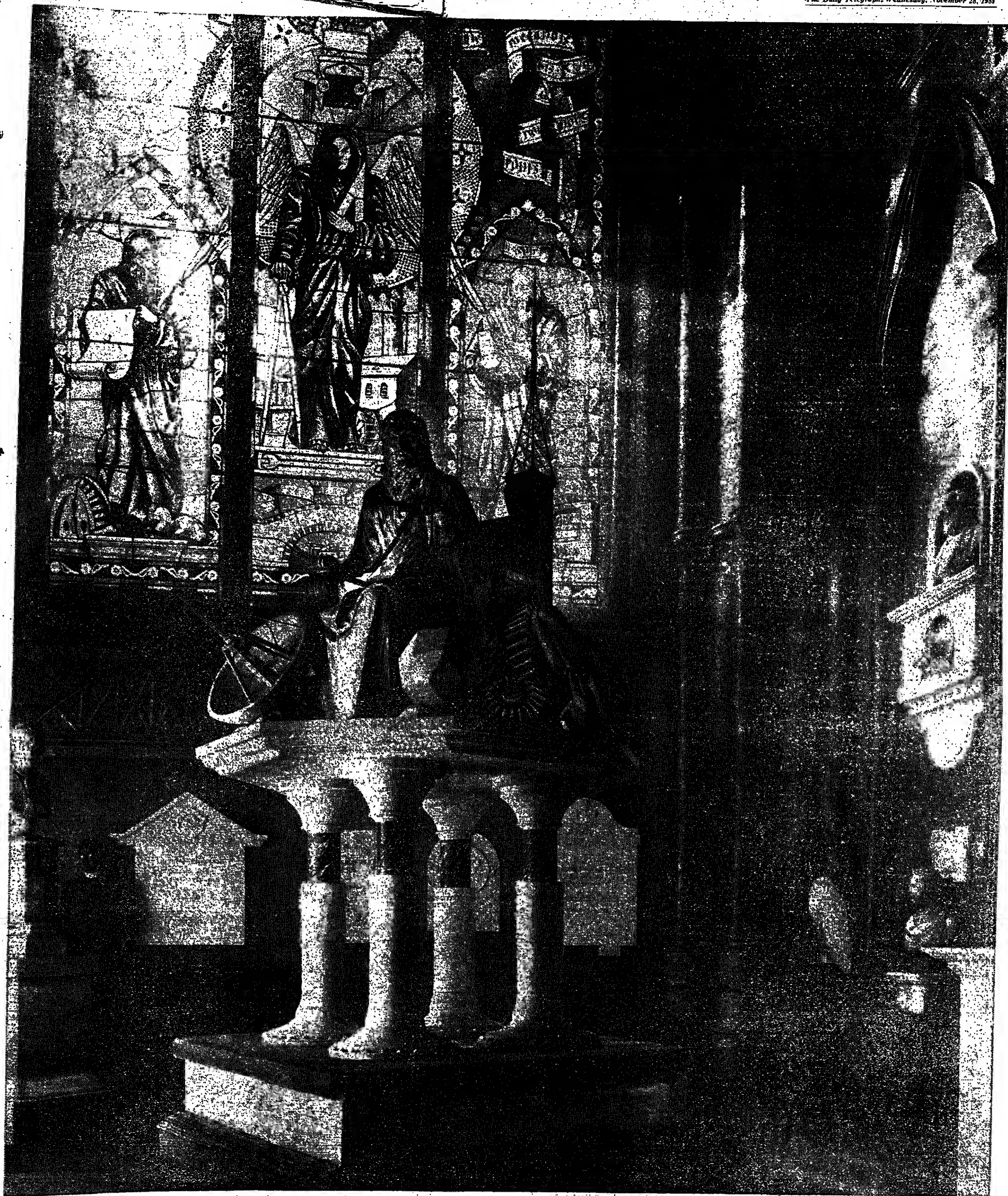
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Why isn't there an Engineers' Corner in Westminster Abbey?

In Britain we've always made more fuss of a ballad than a blueprint.

Heaped more honours on our poets, statesmen and military heroes than our inventive geniuses.

But why?

It was our engineers 200 years ago who transformed this country into a mighty power.

It is our engineers we have relied on ever since for so much of our prestige and prosperity.

It is our engineers we turned to in the crisis of the war.

And it is our engineers we need just as desperately, today, if we are to survive as an industrial power.

To make the cars, the computers, the turbines and the

telecommunications the world markets are crying out for.

But who would guess?

How many school children daydream of becoming great engineers?

How many parents encourage them to do so?

Why don't we put more emphasis on engineering in our universities and polytechnics?

Japan produces 10 times as many engineering graduates.

Why are our engineers paid less well than other professions?

They aren't in Germany, Sweden or the States.

Why do they so seldom rise to the top of industry or Government, as they do in France?

Is it any wonder that we are short of professional engineers,

and that our economy is feeling the effect?

Last year was the first time since before the Industrial Revolution that we imported more manufactured goods than we exported.

It is a crisis - and The Engineering Council has been formed to tackle it.

To impress upon the City, the Government, educationalists and industry alike the importance of the profession, and to put more engineers where they belong.

In the schools, universities, polytechnics, factories, boardrooms, Parliament and Government.

Even in Westminster Abbey.



LABOUR LEFT PLAN COMMONS GUERRILLA WAR

By NICHOLAS COMFORT, Political Staff

BOTH the organised caucuses of Left-wing Labour MPs—the established Tribune group and the newer, “hard left” Campaign group—are now committed to exploiting every opportunity to harass the Government in the Commons.

While a number of Labour MPs, especially from the Campaign group, have shown themselves willing to be suspended for breaches of Parliamentary etiquette, the rules as laid down in Erskine May offer plenty of scope for guerrillas to operate with impunity.

Forcing the suspension of the House, as in last Wednesday's stormy protest over benefits for miners' families, is a tactic potential rebels are ready to use again, but selectively.

They also have scope for raising endless points of order, wasting 20 crucial minutes by “sitting” to force an unnecessary vote or filibustering to prolong a sitting until the next lunchtime and force abandonment of controversial business for that day.

Other tactics frowned on in the past but capable of revival include forming a queue for the lavatory in a division lobby, thus preventing the division ending on time.

Sticking to the rules

The overall guideline for the new disruption was set by Mr David Winnick, MP for Walsall N and chairman of the Tribune Group, who said after Monday night's decision to adopt harassing tactics:

“We have decided to stick more closely to the rulebook, that is the Standing Orders, to obstruct Government business.”

Mr Winnick added that he did not expect this to result in any conflict with the Labour Whips.

Yet the commitment of the Tribune and Campaign groups to wreak havoc, even through the observance of the rules, is likely to inconvenience the Labour leadership at least as much as the Government.

Smooth running of Parliamentary business, which benefits the Opposition as well as the Government, depends

on a degree of consensus between Tory and Labour leaderships through the usual channels—and on Labour MPs doing what the Whips tell them.

Recent experiences suggest that time-wasting and unscheduled rebellions, either by the Labour Left or the Alliance parties, are just as likely to prevent the Opposition stating its case as it is to wound the Government.

For example, last week's demonstration by Labour Left-wingers against the curbing of benefits to strikers' families prevented official party spokesmen having the chance to grill Mr Fowler, Social Services Secretary, on the issue after forcing a late-night statement from him.

And when Liberal MPs filibustered last May to slow the passage of the Education Bill, the Greater London Council, the ironic effect of wiping out the next day's business was to get the measure through quicker than ministers had planned.

Foot's tradition

The Labour Whips, in Government and Opposition alike, have always had difficulty in controlling the Left in its desire both to force divisions when the leadership were ready to let a matter rest, and to stage actual protests in the House.

Mr Michael Foot, now a venerable and slightly less rebellious ex-party leader, is just one of a number of Labour MPs who forfeited the party Whip for persistent disobedience before Lord Wilson of Rievaulx eventually decreed a less severe disciplinary regime.

Spy trial counsel awarded damages

MR KENNETH RICHARDSON, first senior Treasury Counsel at the Old Bailey, is to receive “large damages” from Associated Newspapers for a “grave libel” in the MAIL on Sunday alleging he had been sacked by the Attorney-General.

His counsel, Mr Robert Alexander, QC, told Mr Justice Woolf in the High Court yesterday that the newspaper allegations had been “highly damaging” to Mr Richardson's professional reputation.

In its main front-page article on Sept. 9 the newspaper alleged that Mr Richardson had been sacked by the Attorney-General, Sir Michael Havers, QC, because of a storm over his handling of the recent “Mata Hari” spy trial at the Old Bailey.

It was also alleged that the Director of Public Prosecutions, Sir Thomas Hetherington, QC, had withdrawn an important brief from Mr Richardson to

prosecute for the Crown in a forthcoming espionage trial, and that it was Mr Richardson's practice to leave in the course of trials, in which he was briefed, to attend other trials.

“These allegations were wholly without foundation,” said Mr Alexander. Mr Richardson had not been dismissed and remained as first Treasury Counsel at the Old Bailey.

“He has indicated to the Attorney-General that he has applied for Silk in the spring and if his application is granted he will of course stand down as Treasury Counsel.”

The defendants recognised that the article was a “grave libel” and had agreed to pay “large damages” to Mr Richardson, and his costs.

Mr Richard Rampton, for Associated Newspapers, said defendants greatly regretted that the allegations were published by them. They withdrew them unreservedly and apologised to Mr Richardson for the distress that they had unnecessarily caused him.

ILEA £3m CAMPAIGN ‘ILLEGAL’

CONSERVATIVE-controlled Westminster city council claimed yesterday in the High Court that the Inner London Education Authority's plan to spend £750,000 on an advertising campaign against the Government's rate-capping Bill was unlawful.

Mr ANTHONY SCRIVENER, QC, for the council, told Mr Justice GLENNON that in approving the payment of £651,000 to a professional advertising agency and £100,000 to County Hall's own campaign unit from its contingency reserve fund to purport to set up a local government information service, ILEA had acted outside its powers under the Local Government Act, 1972.

He said it was clear from the form of the campaign to be run by the agency that the purpose was not to supply information on local government matters, but to run a campaign to persuade people to vote for the majority of the ILEA.

As the council contributes by law 27 per cent of ILEA's income, the increase in the advertising budget means it would have to contribute more than £200,000 extra. “That puts it in the position of the ratepayer and gives it the right to challenge the legality of the expenditure,” said Mr Scrivener.

He added that the £651,000 given for the advertising agency for the nine months' campaign was equal to employing 80 people for one year, or equal to the cost of extending the college computer service last year throughout the inner London area.

The council is seeking injunctions restraining the authority from spending the money on the campaign and is asking the judge to quash the decisions approving the expenditure and to declare them unlawful.

The hearing, expected to last two days, was adjourned until today.

TAFF-FETA

A Welsh creamery has won an £85,000 export order to supply feta cheese to Greece—because of feta. South Carmarvon Dairies, of Pwllheli, in Gwynedd, has devised a method of making feta from cow's milk instead of the traditional goat's milk.

£1m POLICING COSTS

The cost of policing the TUC and Conservative conferences and the continuing investigation into the Grand Hotel bombing has topped £1 million, says Mr Roger Birch, Sussex Chief Constable, in a report to the county's police authority.

Their solutions are in complete contrast, but follow

Mr Peter Hamid, the Labour candidate, charming the voters while canvassing in Palmers Green for the Enfield Southgate by-election.

Enfield Southgate by-election

Tories capitalising on tragedy, say opponents

By JAMES ALLAN

LABOUR and the Liberals launched their campaigns in the Enfield Southgate by-election yesterday, pledging themselves not to refer to the constituency's late MP, Sir Anthony Berry, whose death in the Brighton bombing brought about the contest.

But they both accused the Conservatives of calling the by-election with undue haste, hoping to capitalise on the tragic circumstances of his death last month.

Mr Timothy Slack, 56, the Liberal candidate chosen only the night before, said: “It would have been the decent thing to have at least postponed the campaign until after his memorial service next Wednesday.”

He recognised the danger of a sympathy vote for the Conservatives, but did not think it would be a significant one. “I think there could be a very considerable danger for the Conservatives if they make too big a stand on that particular issue.”

Formidable task

The Labour candidate, Mr Peter Hamid, 52, at his first Press conference, promised not to mention Sir Anthony's name during the 16-day campaign, which ends with polling on Dec. 13.

He said: “We should let Sir Anthony rest in peace and refrain from referring to him.” Both candidates recognised the formidable task ahead of them with little time to make their mark on the electorate of Southgate, which returned Sir Anthony at the 1985 General Election with a 15,819 majority.

The Liberals have an advantage in that they beat Labour into third place last year with 10,832 votes to 8,132, but Labour have an asset in the fact that their candidate, Mr Hamid, a West Indian immigrant of 31 years standing, is a local councillor in Enfield.

Complete contrast

Their campaign themes are similar, expressing concern at unemployment, cuts in social services, curbs on local authority spending, and cuts in education facilities and grants along with the congestion on the North Circular Road which bisects the southern fringe of this predominantly middle-class constituency.

Their solutions are in complete contrast, but follow

closely the national policies of the Liberal and Labour parties. The Conservative candidate, Mr Michael Portillo, 51, is expected to reply today to the allegations that the Conservatives acted with undue haste in calling the by-election.

Mr Anthony Berry (CD) 26-51, Enfield Southgate, 1985-89. Walk 18.5 ft. Sit. C and 15.8 ft. Polling: Dec. 13

VAT ON BOOKS PLAN OPPOSED BY TEACHERS

By Our Education Staff

Nearly half a million teachers are rallying against Government proposals to impose VAT on books and periodicals by making a multi-union plea to Sir Keith Joseph, Education Secretary, to oppose the move.

The Assistant Masters and Mistresses' Association and five other teachers' organisations, including the National Association of Teachers in Further and Higher Education, have signed a joint resolution asking Sir Keith to oppose what they believe will be a move to harm education irreparably.

The Government is examining the possibility of removing the zero-rated status of books and other publications and imposing value added tax probably at 15 per cent.

ALL-CLEAR FOR SCHOOL PANTO

By Our Education Staff

Following a campaign by Mr Patrick Thompson, MP for Norwich North, and parent-teacher associations, the Government is making it clear that events such as school carol concerts and pantomimes will not need public entertainment licences.

The National Confederation of parent Teacher Associations had been alarmed by the way some local authorities had used the 1982 Local Government Act to demand that schools obtained an expensive licence before staging such events. A Government circular is being sent to all local authorities today, clarifying the position.

BOMBING WITNESS SOUGHT

By T. A. SANDROCK
Crime Correspondent

A MAN who could be an important witness in the Brighton hotel bombing inquiry was urged yesterday by Sussex Police to identify himself.

A guarantee was given that his information would be treated in confidence.

It is thought he may be able to give police information about a man, using the false name of “Roy Walsh”, who, it is believed, planted the bomb behind paneling in the bathroom of Room No. 629, which was aimed at killing Mrs Thatcher and her senior Cabinet colleagues.

The witness being sought stayed at the Grand Hotel, of two occasions and gave the name “J. Morgan”, and an address, also false, as “Small Dole, Henfield, Sussex”, and a fake telephone number.

Cash payment

He spent only one night at the hotel, with a companion, having booked a double room on each occasion, paying for it in cash. On Sept. 18, he occupied Room No. 530 and Oct. 2, Room No. 427.

The main suspect, “Mr Walsh”, stayed at the hotel from Sept. 15 to Sept. 18. Police have reason to believe that the unidentified “Mr Morgan” could help them trace “Mr Walsh”.

Police have found that since July 1, a number of people using false identities stayed at the hotel. Some have not yet been traced nor have come forward in response to earlier police appeals.

MORE SOUGHT TO AID DUKE'S AWARD SCHEME

Thousands of young people who wish to take part in the Duke of Edinburgh's award scheme are unable to do so because there are too few adult helpers. And yesterday Prince Philip backed a call to double the number of helpers.

At present, 40,000 adults help 140,000 British youngsters aged between 14 and 25 to try for the bronze, silver and gold awards.

At yesterday's 12th general council meeting of the scheme the Prince said that because today's economic forces made things particularly difficult for young people “we need to make a very special effort to make it possible for more young people to take advantage of the opportunity for individual development offered by the award scheme.”

Companies demand cash injection for education

By MARGOT NORMAN Education Staff

SENIOR managers representing 5,000 prominent British companies have told the Government it must spend millions more on education to help teachers carry out the examination and curriculum reforms that industry supports.

The British Institute of Management also wants grants paid to all school-leavers undertaking any sort of education, along the lines of the “wage” paid to those on the Youth Training Scheme.

It calls for both a general and vocational element in all degree courses, even if this means extending them to four or five years to accommodate work experience.

The institute, to which 72,000 managers belong, criticises the Education Department in its new report “Action on Education” for not giving a proper lead to industry and to educational institutions in the drive required to bring both sectors closer together in the national interest.

Employers excluded

The institute attacks A-levels for their narrowness, and chides the University Grants Committee and the National Advisory Body, which control higher education, for excluding employers from major decision-making. The report calls for a national co-ordinating body to develop and promote post-16 education at all levels.

To encourage industry, which the managers say is prepared to do its part in providing work experience for students, the report suggests introducing a new Queen's Award for Education and Training.

“Action on Education” (privately published, 1991, 14p, 120 pages, ISBN 0 85198 140 0).

MORE NAVAL OFFICERS AT MoD HQ

By Our Defence Staff

THE number of naval staff officers in the Ministry of Defence headquarters building in Whitehall is to be increased by nearly 20 per cent, while the Army and Royal Air Force staffs are to be cut.

Under the plans of Mr Heseltine, Defence Secretary, to be fully implemented by the beginning of next year, many of the single service departments in the Ministry are being combined to form a unified defence staff.

This means that posts in the new combined staff will be shared equally between the three services which will result in the number of naval officers being increased from around 110 to 130, with corresponding reductions by the other two services.

In the past the Navy has paid so much attention to streamlining its staff organisation that some in the Service would argue that it has lost some of the “inter-service” battles within the Ministry as a result.

As an example, responsibility for naval aircraft weapons rests with one officer of commander rank. The comparable RAF department has at least 18 officers of wing commander and above.

Pay cut for Service teachers in Germany

By JOHN IZBICKI Education Correspondent
in Gutersloh, West Germany

TEACHERS manning the 93 British Service schools in West Germany are having to accept a salary cut which was yesterday described by their leaders as “quite savage” and a “blow to an already low morale.”

The cut is to be implemented from Jan. 1 and ranges from £700 to £835 a year or £15.50 to £16 a week for more than 1,400 teachers.

It has been deducted from their foreign service allowance following an inspection by a team of financial advisers to the Ministry of Defence, who reported that the cost of living in West Germany is now considerably lower than in Britain.

But angry teachers argue that the allowance is an “inducement” for teachers to come to Germany to work at the Service schools.

A single teacher not living in Service accommodation will have his foreign service allowance cut from £850 a year down to £130. A married couple living in quarters will face a cut from £2,145 to £1,310.

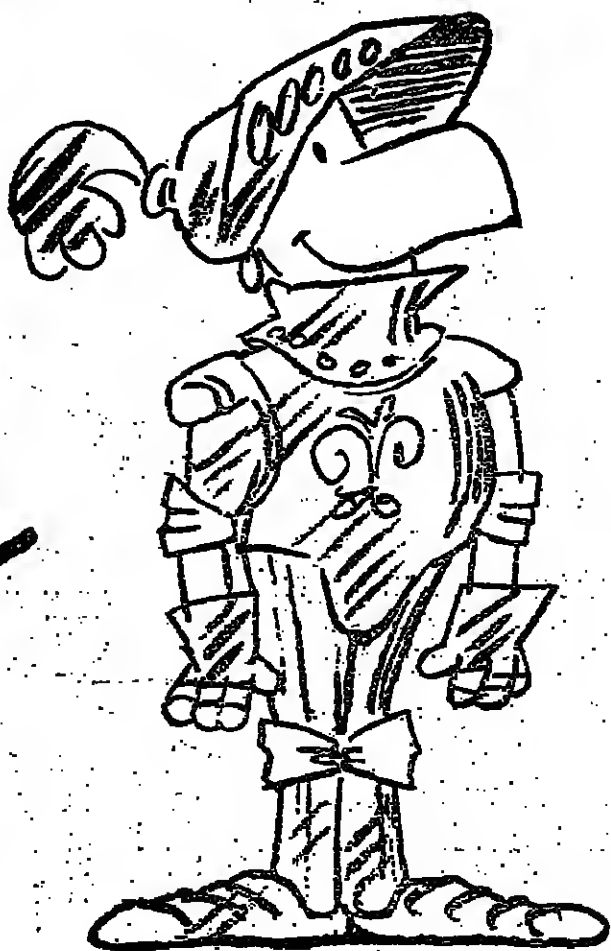
Teachers in West Berlin Service schools will remain unaffected for the time being. Their allowances are paid by the West Berlin Senate.

Mr Arthur Pendlebury-Green, National Association of Head Teachers executive member

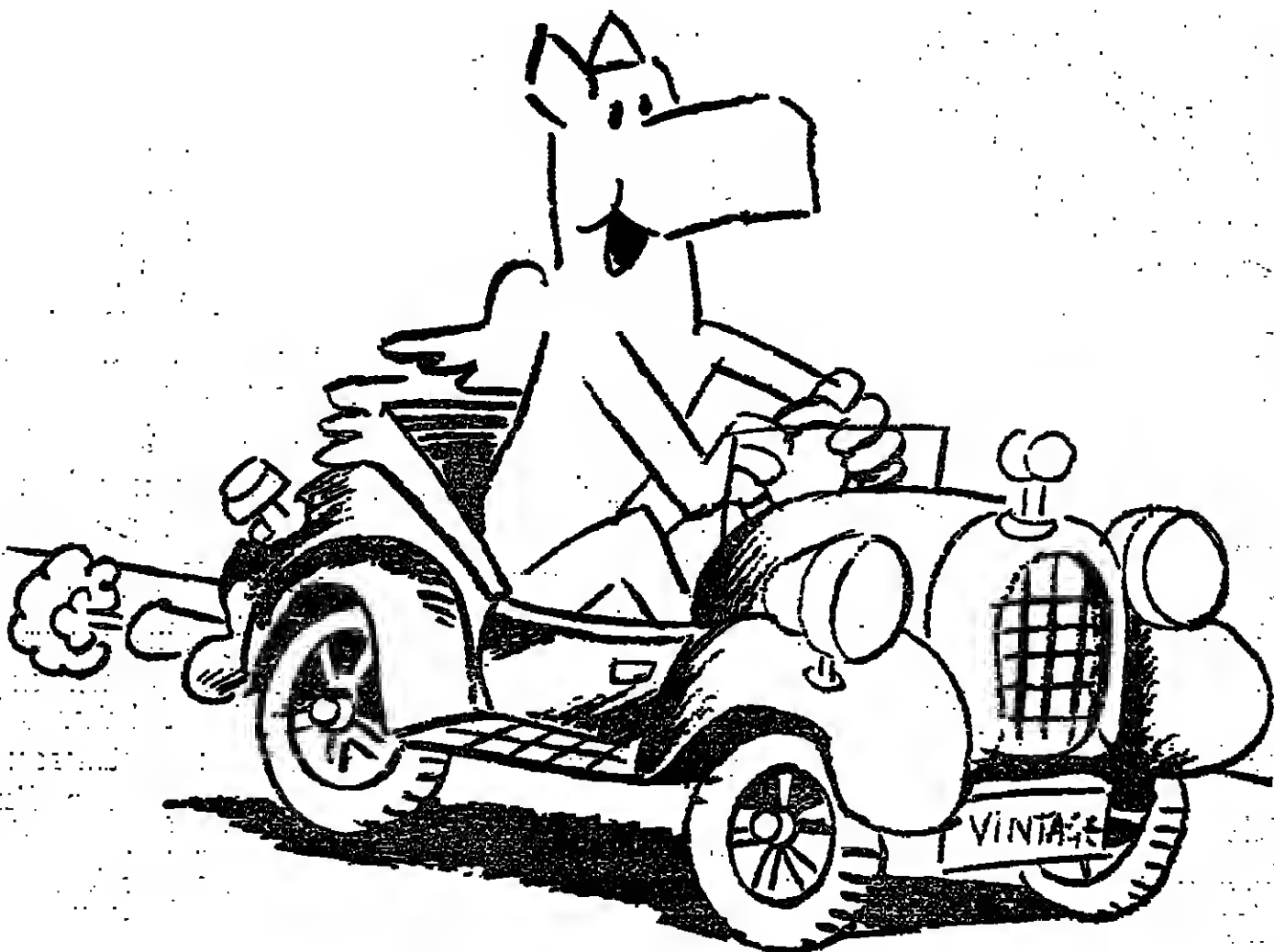
WHISKY GALORE

Over the first 10 months of this year exports of Scotch were worth £738,400,000 compared with £680,700,000 in the corresponding part of last year, it was announced yesterday.

THE THINGS
PEOPLE BUY
WITH
MIDLAND
PERSONAL
LOANS



A VERY OLD SUIT...



...A CAR THAT'S A HOOT...

EMBRYO PLANS 'UNDERMINE FAMILY VALUES'

By DAVID FLETCHER Health Services Correspondent

FAMILY values will be undermined and respect for human life diminished if the Government accepts the recommendations of the recent Warnock Committee on test tube baby procreation. Family and Youth Concern, an influential group of leading doctors, lawyers and teachers, said yesterday.

They pointed out that with the single exception of surrogate motherhood, the Warnock report condones every means of bringing into the world children whose parents are not their real parents.

Mrs Valerie Riches, secretary, said: "Whether the donation consists of sperm, eggs or embryos, this will lead to the creation of children who have been deliberately disadvantaged.

"They will have no chance of discovering their real parents, as adopted children can do. Many will be born into unstable relationships.

Ban on experiments
"There is no means of knowing how a child will come to terms with the unnatural circumstances of his birth, especially as these may have involved the acceptance by his mother of sperm from a strange man."

Family and Youth Concern, formerly known as the Responsible Society, opposes the

creation of embryos which are not to be implanted in their mothers' wombs. It calls for:

Full and legal recognition of the rights of the embryo from the moment of conception.

An immediate and total ban on all experimentation with embryos.

Outlawing of all agencies arranging donor births whether involving eggs, sperm or embryos and the banning of surrogate motherhood; and

The upholding of the legal distinction between legitimate and illegitimate offspring. Mrs Riches said: "It is outrageous to argue that experiments should be allowed on embryos on the grounds that it may lead to scientific advances. I am sure we could learn a lot from carrying out experiments on, say, mentally handicapped people, but that would not justify the procedure."

Medical compensation 'a war of attrition'

By OUR HEALTH SERVICES CORRESPONDENT

DELAYING tactics and deliberate procrastination are being used by health authorities and their lawyers to prevent patients from obtaining redress in cases where their operations go wrong, it was claimed yesterday.

A new organisation established to advise people how to gain compensation. Action for the Victims of Medical Accidents, said delays of two or more years are commonplace.

Not one of the 450 cases which it had referred to solicitors in the past two years had either reached trial or been settled out of court.

"The delays in the proceedings continue, and the attitude towards negligence on the part of hospitals and the medical insurance bodies appears to remain the same.

"Every case must be fought to the hilt in the hope that by attrition, if not by any other means, the claimant, whether justified or not, will be defeated.

Deliberate procrastination
"One of the prime weapons in this strategy is deliberate procrastination."

The organisation hopes to persuade doctors that accidents, whether the result of negligence or chance, are no more than an occupational hazard occurring in almost all occupations.

The victims should be regarded not as opponents in law but as deserving of help—not only from organisations such as AVMA but also from doctors, their insurers and the health authorities.

Added suffering
Miss Julia Cahill, assistant director of AVMA, cited the case of an 18-year-old girl who died because of complications from an appendix operation. Her parents took legal action but it was four years before the

defendants made an offer of compensation and the case was settled for £13,000.

"In these circumstances it seems to us that the additional suffering caused to the bereaved parents by the insurers' refusal to compensate, and their action in prolonging the case over a period of four years, is totally unacceptable."

TABLETS FRAUD GP 'ADMONISHED'

A GP convicted of cheating a drugs company out of 100,000 tablets by claiming they were for research was "sternly admonished" by the professional conduct committee of the General Medical Council yesterday.

Dr Robin Lack, 37, of Bedford Road, Sandy, Beds, sold the tablets to a local chemist in return for credit facilities. He was given a six-month suspended prison sentence and fined £7,500 on appeal in October last year.

SCOTS TEACHERS THREATEN STRIKE

By Our Education Staff
Scotland's teachers are to go on strike next week unless their demand for an independent pay review is met by Friday.

Mr Younger, Scottish Secretary, was notified of the deadline yesterday by the Educational Institute of Scotland. The union's 45,000 members will be called out on a one-day stoppage on Dec. 3 if he gives no reply or a negative one.



The Lord Mayor of London, Sir Alan Traill, with boys of St Paul's Choir School in London yesterday when he launched a £500,000 appeal to assure the school's future.

MASONS BLOCK SALE

Daily Telegraph Reporter

A PLAN to sell the Royal Masonic Hospital to an American company has been blocked by a vote among 950 freemasons.

The decision has dismayed the hospital's management, which saw the American offer as the answer to its financial problems. Mr Anthony Prescott, chief executive, said: "All we can do now is ask the masons themselves to provide the extra money needed to look after their sick."

The 252-bed hospital in Ravenscourt Park, Hammer-smith, which allows masons to pay for their treatment according to their financial means, relies heavily on subscriptions from the brethren.

The hospital's president is the Duke of Kent, who is Grand Master of the United Grand Lodge of England. Its last financial year ended with a deficit of £387,000, and a much greater loss is expected next year.

Staff retained

The board of management therefore wanted to accept an offer of £20,000,000 from American Medical International of Los Angeles, which already includes the Harley Street Clinic in its British holdings.

Under the offer, the hospital would have retained its present staff and sufficient funds would be available to allow the treatment of poorer masons to continue.

But before the offer could be accepted, the board needed to obtain the agreement of the "governors," the term for a mason who has subscribed at least £5.25 to the hospital.

When 950 governors turned up at a meeting on Monday, however, the board found there was strong opposition to the proposal and after more than two hours of discussion it was voted out.

Among the objections was that the deal would mean changing the name of the hospital to the Ravenscourt Park Hospital.

NATURE RESERVE

Gibraltar Point coastal reserve, near Skegness, Lincs, has been declared a national reserve by the Nature Conservancy Council. The reserve has been in existence since 1949, but the new status, announced yesterday, is intended to give "a better reflection of its national and international importance."

Hi-tech problem faces pre-electronic era law

By IAN BALL in New York

THE speed at which evolving high technology is out-distancing laws written in the pre-electronic era has surfaced in the trial of a television engineer who has established a bulletin-board service on his home computer.

At issue is who is responsible if someone libelous, criminal or obscene appears on one of these electronic bulletin boards.

Is it the person who has made the entry by telephone access, or the individual who has organised the network?

In the case involving Thomas Timpidis, 33, of Los Angeles, the law-enforcement authorities have decided that the person providing the bulletin-board service bears the responsibility.

Timpidis had been using his home computer as a high-tech version of the bulletin boards found in newsagent's shops and supermarkets. Other computer owners could connect their computers — at no charge — to his screen by telephone and post messages or read those left by others.

Card numbers

Police became interested in the Timpidis bulletin board when at least one of the messages contained telephone credit-card numbers that had been obtained without authorisation.

Although he had no advance knowledge that the offending message was to appear on his bulletin-board service, Timpidis has been charged with "knowingly and wilfully publishing" numbers with the intent that they be used by people to avoid telephone charges.

Timpidis has pleaded not guilty. Even before his case went before Los Angeles Municipal Court, it had touched off a nation-wide debate, and many operators and users of computer bulletin boards are rallying to his defence.

But while Timpidis and his supporters see the issue basically as one of free speech, law enforcement officials say they are increasingly concerned about the use of computer bulletin boards to traffic in illegal information. Thousands of these computer bulletin boards have been established in the United States — as is the case in Britain, West Germany, France, Japan and other countries where the personal computer is no longer a novelty.

Most of the boards provide valuable services to professional people, students and others. But, particularly in America, the boards are also being used daily to relay a great deal of shady information. "Hackers," computer trespassers who break into corporate or governmental computers — often use the boards to exchange information on how they have managed to break security codes. Telephone "phreaks," who specialise in making trunk calls and overseas calls without paying for them, also use the boards to distribute telephone credit-card numbers. Other computer enthusiasts use the boards to exchange "software" in violation of copyright laws. Lawyers are hoping that the Timpidis case will clear up the legal status of the operators of electronic bulletin boards. Are the bulletin boards to be considered as a "publication," in which case their operators would be responsible, just as a newspaper is responsible, for everything that appears? Or are the providers of the boards merely distributors of information, such as the telephone company, in which case the operator cannot be held responsible for the content of the messages.

LORD FERMOY LEAVES £2.6m

By Our Estates Correspondent

Lord Fermoy, the Princess of Wales's favourite uncle, who shot himself in a fit of depression at his home in Bangerford, Berks, in August, aged 48, left an estate valued at £2,635,251 net (£2,741,155 gross) in his will published yesterday.

A successful, steepchase rider, and two-goal handicap polo player, Lord Fermoy directed his trustees to offer all his active polo ponies first to the Royal Horse Guards and secondly to the Household Brigade Polo Club. After bequests, his property is left to his wife, son and two daughters.

Painter's £120,528

Meredith Frampton, the portrait painter of Mrs. Wiltshire, who died in September aged 90, left an estate valued at £120,528 net (£126,342 gross) in his will. Latest Wills—P16.

APPROVED TOP BRAND TELEPHONES AT DISCOUNT PRICES

ANSWERCALL UK-100 MINIPHONE

- Compact 'one piece' telephone.
- Last number redial.
- Mute button.
- Ringer switch.
- Cradle provided for wall or table use.
- Line powered — no batteries required.
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- Ten number memory.
- Automatic last number redial facility.
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- No cradle required: the Rumour 10 is ready to receive calls when resting on any flat surface — though a wall bracket is provided.

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- Streamline executive styling.
- Push button dialling.
- Electronic tone caller with volume control.

Suitable for wall mounting (bracket optional extra).

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- Up to 100 metres (over 300 feet) from base unit.
- Last number redial facility.
- Paging facility from base unit to handset user.

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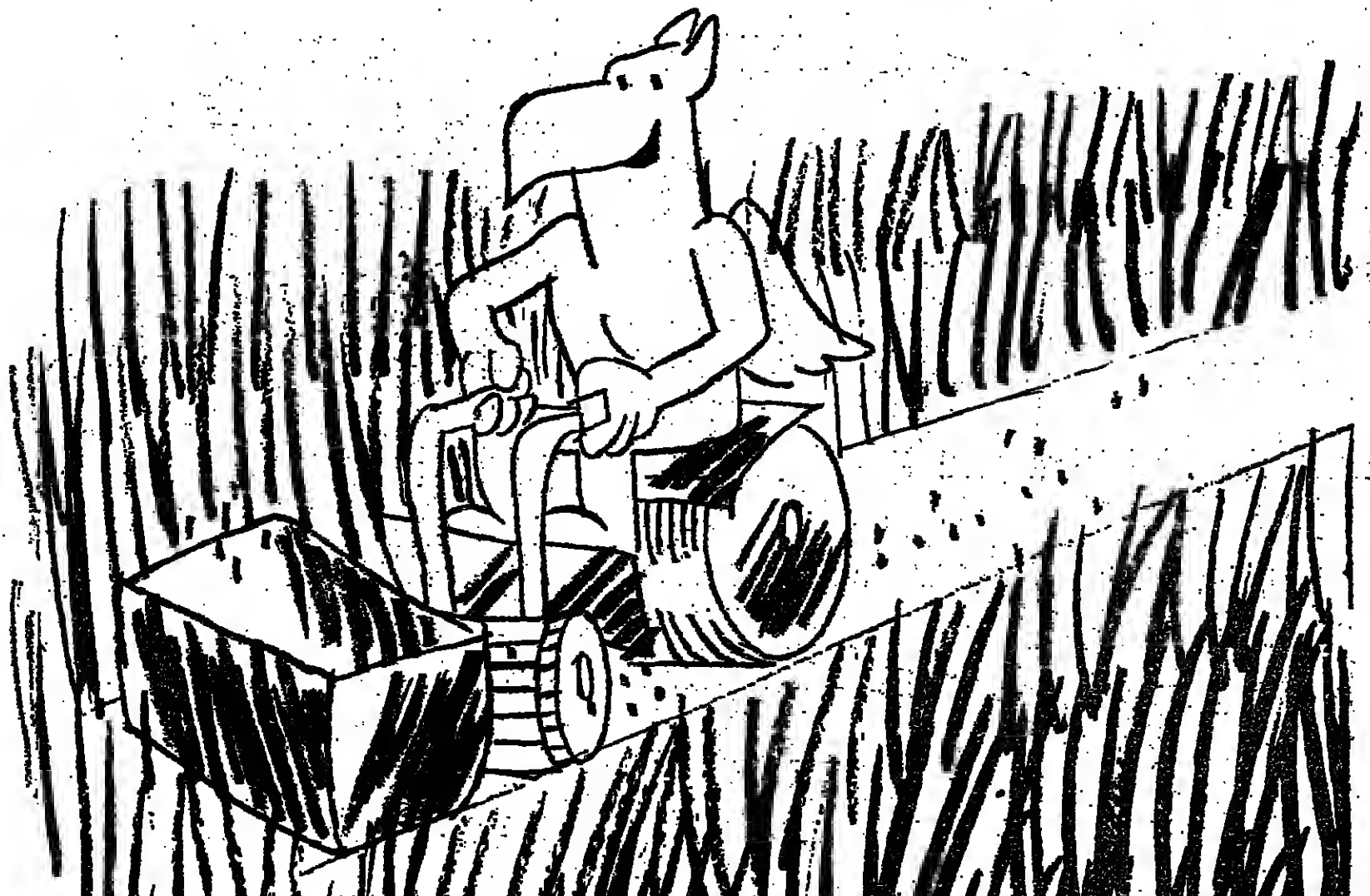
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FEARS OF DRUG LINK WITH WILD BIRDS TRADE

By WILLIAM WEEKES Parliamentary Staff

PROCEEDS from an illegal trade in birds of prey might be used to finance international drugs trafficking, the Government believes.

Mr WALDEGRAVE, Environment Under-Secretary, told the Commons yesterday, when he announced new measures to protect birds of prey, that there were large profits to be made through illegal transactions.

There was "a possible connection with the international drugs trade," he said. "The Minister did not elaborate, a spokesman for the Environment Department cited an example from the Caribbean in which parrots were captured and sold on the international illegal market and the money used to finance drug trafficking. Other examples which were thought to have a connection with drugs were also being investigated, he added.

Vulnerable species
Mr Waldegrave announced that the existing moratorium on two of the most vulnerable species, the peregrine falcon and the osprey, was being continued.

He also said that on the advice of his enforcement officers there would be a ban on trade between the United Kingdom and Germany to all diurnal birds of prey.

The Environment Department spokesman said some species of falcon had fetched up to £10,000 on the illegal market and up to £15,000 in the Middle East. Smugglers usually traded in young chicks or eggs.

Mr Waldegrave promised that the Government would be rigorous in pursuit of any suspected illegal trade in endangered species. His department was convening an "action seminar" of international enforcement officers in Bristol in two weeks' time to devise ways of making enforcement more effective.

'Serious damage'
The Opposition demanded greater protection for the countryside against the "destruction" wrought by modern methods of agriculture.

Dr JOHN CUNNINGHAM, Shadow Environment Secretary, said the Wildlife and Countryside Act could not protect the massive and often malign impact of the Common Agricultural Policy on the British countryside.

Action had to be taken to halt the over-use and abuse of pesticides and fertilisers, he said. The damage being done to flora and fauna, topsoil and hedgerows was serious and increasing.

Dr Cunningham said the physical destruction of meadows, deciduous woodlands, hedgerows and sites of special scientific interest had to be stopped.

He accused the Government of an inadequate response to the threats to the natural environment and national heritage. The Government was failing at both national and international level to match up to the challenge.

Opposition to a new incineration policy was institutionalised in Government departments, public bodies and in business and commerce. Every aspect of public policy should have a "planned environmental conservation input" from the outset.

Dr Cunningham also charged the Government with being a laggard in its approach to the problems of acid rain.

Dr Cunningham charged the Government with being a laggard in its approach to the

Pit violence 'has done untold harm'

By PETER PRYKE
Parliamentary Correspondent

MRS THATCHER attacked the leadership of the National Union of Mineworkers yesterday for failing to stop violence and intimidation in the coal dispute.

"It is a blot on the face of Britain which has done our reputation untold damage abroad and damaged our trade," she said.

The acid test was whether the violence stopped, she said. "It could be stopped by the leaders of the NUM."

"The acid test again is whether the NUM's guidelines on picketing will be followed," she said.

Call for inquiry
Mr ALAN MCKAY (Lab., Barnsley W. and Penistone) urged the Prime Minister to stop being "so divisive" in her public utterances on the dispute, and to bring the parties back to the negotiating table.

Asking for a public inquiry into events on the picket lines, he said: "Will you act like a Prime Minister and a leader, or don't you care?"

Mrs THATCHER retorted: "I think I probably care more about the future of the coal industry than many of those in the leadership of the NUM."

"It is the leadership of the NUM, who, without halting their members, are deliberately making them suffer privation and intimidation which has totally split the NUM."

Mr GEORGE GARDNER (C., Rotherham) said the vicious intimidation being inflicted on miners, their wives and children was unparalleled since "Oswald Mosley's blackshirts brought fear to the homes of Jews in the East End."

Valued objective
Mr WALDEGRAVE claimed that the Government had an excellent record on the environment. "All we have heard today is that ancient and familiar political sound — the noise of a skilful politician climbing on a badwagon."

The Wildlife and Countryside Act was the most important legislation on conservation for decades. The Government's aim was to establish a framework in which conservation was seen as a valued objective alongside farming.

"Since that Act was passed we have seen the growth of a new consensus among farmers and conservationists."

"The atmosphere has been transformed, and no-one in the world of conservation doubts it."

"The reason is crucially to do with the way in which it has been shown that under the Act conflicts can be resolved and agreement sought."

'Welcome' initiative
Mr Waldegrave accepted the need for a limited change in the Act to block the three-month loophole whereby some landowners had sought to get round conservation plans.

"The Act was the first part of the Government's approach to reconciling all interests in the countryside." The second is the explicit attempt for the first time, to put in E.C. law powers to use C.A.P. money for conservation objectives.

This initiative by Mr Jopling, the Agriculture Minister, had been widely welcomed.

Mr Waldegrave also said the Government would consider legislation if there was no effective voluntary agreement on the use of lead weights by fishermen.

An Opposition motion calling for greater Government action to protect the environment was defeated by 278 votes to 130. Government majority 85.

Peers get a taste of life under television lights

By WALTER ABURN Parliamentary Staff

PEERS had a taste of life under the flood-lights yesterday when they debated whether to "put a toe in the water" and admit television cameras to the Lords for a six-month experiment.

Lord ABERDARE, chairman of committees, reminded them of the 74-24 vote in favour of that last December.

He recalled that peers had charged a select committee with the job of deciding how to put it into effect.

Lord ABERDARE's opening words were a signal to technicians to bring lighting in the Chamber up to the minimum level required to put an acceptable picture on television screens.

'Grave reservations'
He reported that a joint decision by the BBC and the IBA to treat the experiment like any other outside broadcast meant that the Lords had to find up to £10,000 for the cabling and other installation arrangements.

The television agreed to meet costs, which could be up to £20,000 a day, for any broadcast they put on over the six-month period. Without that, the experiment would have been impossible.

Lord CHALFONT (Ind) led those opposed to the experiment. He proposed that last year's decision be postponed until the Commons voted for an experiment of its own.

His own experience on both sides of the camera left him with grave reservations. The television camera could make news as well as report it.

Nobody's behaviour remained entirely unchanged when the television camera was known to be switched on. The Lords' atmosphere would alter when the red camera light glowed.

Front Bench yawns
He voiced doubts, too, on whether programme producers could sublimate all their personal political bias in their editing and what the cameras would show.

Were peers ready to allow them to choose shots of Front Bench yawns, of Members walking out in mid-debate or of empty benches late at night? Each could be an eloquent political comment.

The House should keep a decisive voice on what the cameras showed, and how proceedings were transmitted.

Lord HOME OF THE HIRSEL said that when newspapers and sound broadcasts were already admitted to Parliament he could not argue in principle that television should be excluded.

The screen was a main channel for communication with the public and it would be advantageous for them to see parliamentary institutions at work.

He recognised, though, that a six-month "dry run" could be the thin end of a permanent wedge and he believed that the content and timing of programmes had to be a matter for decision by the Lords.

Lord AYLESTONE (Soc. Dem.) said he was in agreement with a six-month experiment but doubted if that was long enough.

Lord ARDREW (Lab.) said there had been a 3-1 majority vote on Dec. 8 in favour of the experiment and to go back on it after all the procedural work by the Lords Select Committee would be both unusual and unwelcome.

Television was the medium for popular communication. If the wider public was to have the chance to find out some-



Lord CHALFONT: TV camera can make news as well as report it.

SICK PAY LET-OFF FOR FIRMS

By Our Parliamentary Staff

EMPLOYERS are to be saved £40 million next year by the abolition of their National Insurance contributions for sick pay.

Mr FOWLER, Social Services Secretary, announced in the Commons.

The concession is in anticipation of the employers' "take-over" of sick pay from the State, which will begin in April 1985.

As reported in later editions of THE DAILY TELEGRAPH yesterday, Mr Fowler's announcement came during a debate on the Social Security Bill, which was given a second reading by 217 votes to 138, government majority of 79.

The Bill's main provisions are concerned with providing better pensions for employees who change jobs in mid-career. The Bill also makes changes in the sick pay scheme by requiring employers to pay sick pay for up to 28 weeks of an employee's sickness, rather than for the first eight weeks as at present.

Mr DAVID HUNT, Energy Under-Secretary, announced in another debate that the National Coal Board's loss on revenue account will have reached at least £2,000 million by the end of the financial year because of the strike.

Conservative MPs reacted angrily when he moved an Order increasing the Government's grant to meet the industry's deficit from £1,200 million to £2,000 million.

Mr ANTHONY BEAUMONT, DARK (C., Selby Oaki) said it meant that sacrifices were being made by people to keep the strike and the industry going.

The Order was approved by 103 votes to two, with four Conservatives abstaining.

BLACK CHAPLAIN FOR THE QUEEN
By Our Churches Correspondent

The Queen has appointed her first black chaplain. He is the Rev. David Tonge, 54, West Indian-born, and vicar of Finstall, Bromsgrove, since 1975.

He worked for a time as a postman in Dudley before his ordination. His wife is also West Indian. He will be one of 36 members of the Queen's College of Chaplains.

IN MEMORIAM
ALLAN, FAYE, died Nov. 28, 1983. Remembered always with much love by her husband, John, and children, David and Susan.

OAT, KENNETH B., 1927. — This gentle giant, gentle giant, died Nov. 28, 1984. He was a loving husband, father and grandfather. He will be missed by all who knew him. Buried at St. Luke's, Gillingham. Family notice.

ROULAND, EMMANUEL, died Nov. 28, 1984. He was a loving husband, father and grandfather. He will be missed by all who knew him. Buried at St. Luke's, Gillingham. Family notice.

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Invicta Share	8.85%	12.64%
Deposit Accounts	6.50%	9.29%

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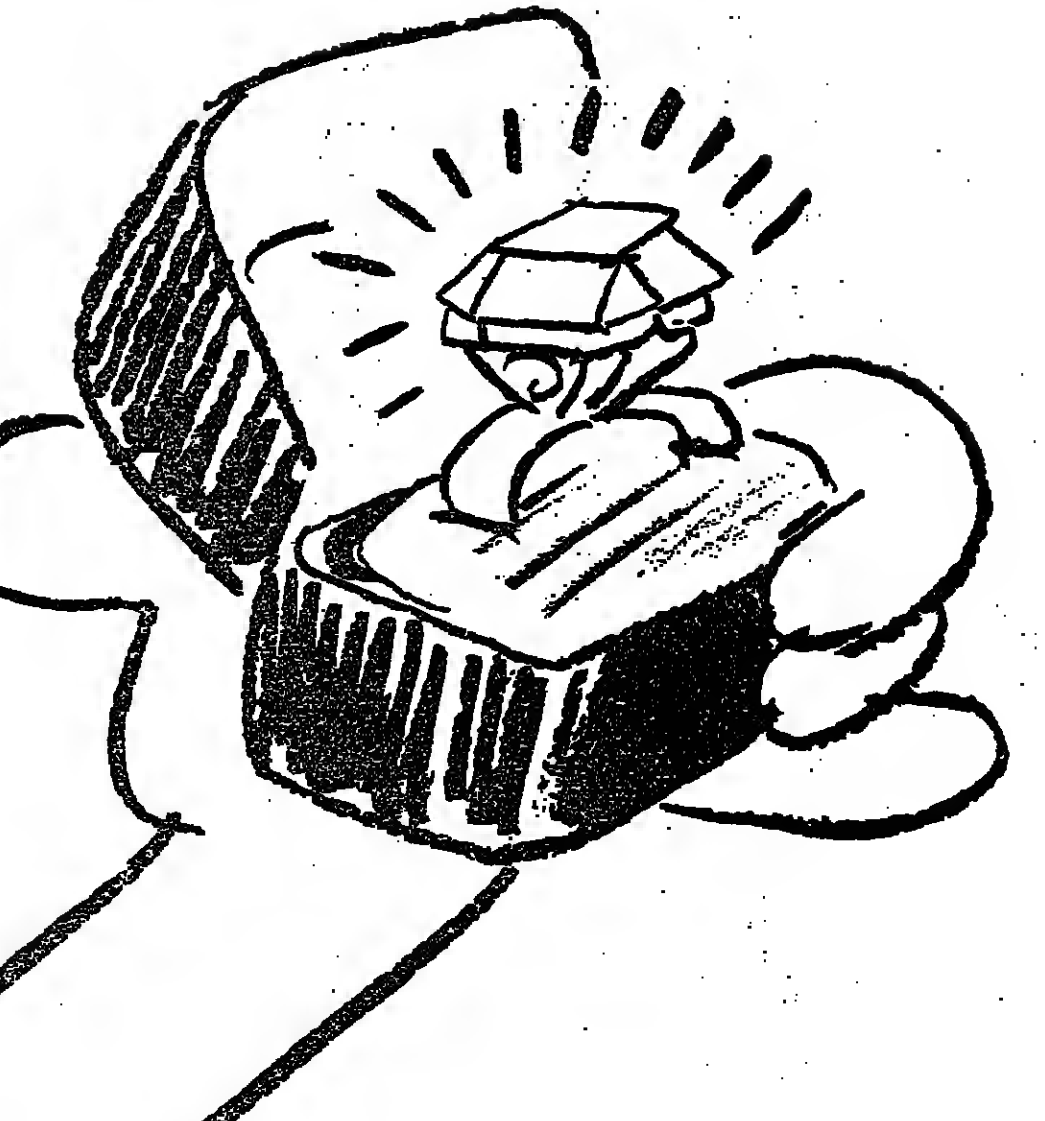
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THE ARTS

THEATRE / Extremities

A sanctimonious sensation

PAINFUL to sit through, "Extremities" at the Duchess is a nasty and unhealthy piece of work. Its defenders in America, where I first saw it, argued that the play was a "relevant" reflection of contemporary violence, and claimed it explored a social issue.

No! It exploits one. A savage melodrama about attempted rape, it shows a girl (Helen Mirren) attacked by a foul-mouthed young brute who intrudes into the New Jersey farmhouse she shares with two girlfriends.

He assaults her with a naked, sickening lust, but she manages to blind him with insecticide, then confines him in a fireplace to which she padlocks a too-convenient bedstead-end. She then goes berserk.

Since Miss Mirren is a very fine actress, the girl's hysterical fury is only too convincing: she thinks of setting the man on fire, then burning him alive. She dare not ring the police, having no evidence or witness to his assault. She is literally terrified out of her mind by his threats to come back, after his probable acquittal, to take his revenge.

Her rage is only increased when her mates return and, horrified by the man's pathetic state, are inclined to believe his lying. That she behaved provocatively and "asked for it." Eventually it is agreed the police should be sent for. By the time the curtain falls, the girl is a shivering, nervous wreck who may never recover from the terror of her ordeal.

William Mastrosimone's play does not appear to be written to caution women not to wear short shorts, nor to warn them the law will side with rapists if they do not keep unreasonably cool. If it were serious, it would move on from paeic to a reasoned view of these events.

It strikes me as a cynical if theatrically exciting shocker, going as far as it dare in showing rape on the stage followed by explicit torture and near-murder. It is yet another example of sanctimonious sensationalism: it combines sadism with sexual titillation, and presents both as if offering a worthy social message.

As the man, Kevin McNally has little to do but alternate groans with wheedling. Marty Crickshank provides some needed comedy as the girl's up-tight friend, but Joanna Kirby's scared one loses audibility in her panic. Miss Mirren, wholly admirable throughout, deserves better things.

John Barber

MUSIC / Songmakers' Almanac
Homage to Pears

"IN THE Wigmore Hall one sings better than one thinks one can," thus Sir Peter Pears in one of the snapshots of conversation with Graham Johnson that the Songmakers' Almanac concert given just there to pay homage to the great English tenor and lifelong companion of Benjamin Britten. Certainly Anthony Rolfe Johnson gave a particularly fine account of the visionary "Great Bear and Pleiades" soliloquy from "Peter Grimes," first heard in public when at that very spot Pears introduced the opera prior to its 1945 Sadler's Wells premiere. Yet if given more chance, remarked Sir Peter, he would choose Achilles had since with "Death in Venice" be "would feel nearest to Ben." Its Phaedrus monologue again showed Rolfe Johnson's remarkable affinity with the words of Britten. He was joined by Sir Peter, in the castata "Abraham and Isaac." Castata "Abraham and Isaac" both turning to face the back of the hall whenever they assumed the voice of God.

Miss Walker brought the house down with her splendidly in the jazzy "Calypso," one of the Anden Cabaret songs and

Peter Stadlen

Philharmonia, Sinopoli

THE PHILHARMONIA Orchestra would, I suppose, have a ready answer to any criticism of what was, for at least two-thirds of the way through, an almost fascinatingly inconsequential account of Mahler's second symphony conducted by Giuseppe Sinopoli at the Festival Hall on Monday night—it attracted a capacity house, and it was cheered to the skies.

However, it would take a major accident or, failing that, an exceptional degree of ineptitude not to be able to bring off the symphony's rousingly affirmative final paragraphs in such a way as to provoke a storm of applause.

It was in just such a moment that Sinopoli was at his most decisive, the curiously disinterested playing of the orchestra at its most rigorously engaged. Earlier in the finale, the great shafts of light that broke suddenly through the clouds, and the grotesque march-fantasy on the "Dies Irae" were equally well and excitingly managed. But such isolated incidents do not in themselves make a performance. Otherwise, the strategy was one of a kind of meticulously analytical blue-

Robert Henderson

Patricia Wright

IN SPITE of possessing a generous voice, it was not until the second half of the New Zealand soprano Patricia Wright's recital at the Purcell Room on Monday night that she entered into the spirit of the songs on her programme.

There was little radiance of tone in the exaltation of Parcell's "The Blessed Virgins Expostulation" and a group of Josef Marx, although sung with a steady line, lacked verve and infectiousness. These charming songs, it was Piers Lane, at the piano, who made the more positive contributions. This was also the case in his brilliant handling of the score of Prokofiev's "The Ugly Duckling" to which Miss Wright was not able to convey much of the character of the words.

With the French language, a change came over this young artist. Debussy's "Clair de lune" and "Fantochse" being given with understanding. With the warmth and passion of the Spanish language in Rodrigo's four "Madrugales amorosos" Miss Wright's vocal powers were even more completely realised.

David Money

Some notices appeared in yesterday's later editions.

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TODAY: THE FINAL PATTERN IN OUR EXCLUSIVE BILL GIBB WINTER SERIES

LACE is the look for Christmas evening fashion this year and Bill Gibb uses it prettily and imaginatively for the last outfit in our winter pattern series.

He has chosen luscious rich cream for a lace and silk three-piece that looks wonderfully glamorous under the coat for which we gave the pattern in this page on November 7 and is an absolute stunner in its own right.

This is a highly-versatile

outfit, starchy enough in wear for a winter wedding or for the grandest festive occasion.

There are endless variations on how you wear it: the jacket looks lovely floating free with the lina camisole worn outside the trousers for the easiest version; belt the camisole under the loose jacket if you wish to cinch but are not sure of the svelteness of your waist; belt the jacket outside if you really have an hour-glass figure. Although there are three

pieces (four if you include the belt), this is a remarkably simple outfit to make.

The jacket involves only two pattern pieces. Bill has made an inspired use of the lovely scalloped edging to the lace as a wide curving border that gives the jacket its shaping as it is gathered slightly on to the jacket body.

The camisole is a simple rectangle with narrow rouleau shoulder- straps and the trousers, which have a simple waistband and side

pockets, are tapered to a short ankle-length.

The belt has covered hutton and loop fastenings and is appliqued with motifs from the lace.

The lace which Bill chose is a beautifully-patterned cotton, 180cm wide, from Allans of Duke Street, London W1 (who will do mail order—post and packing 50p extra).

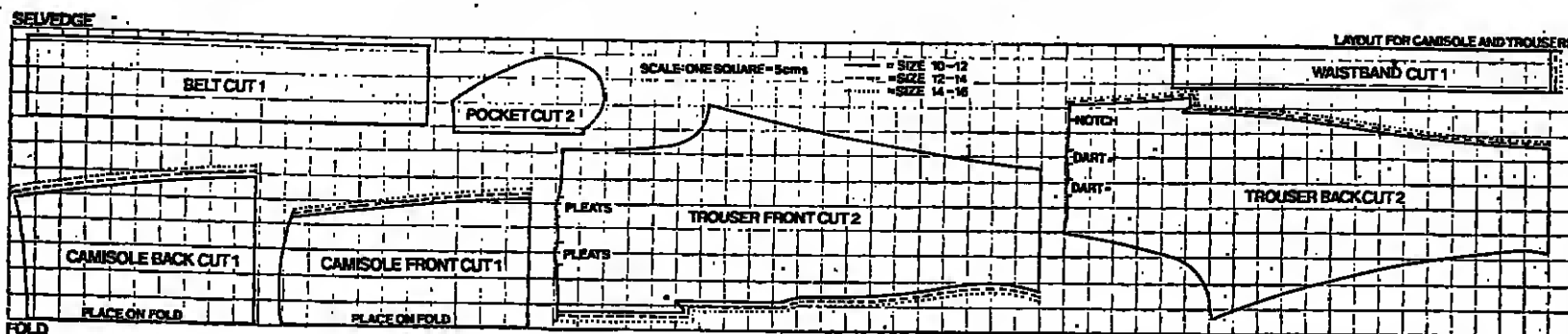
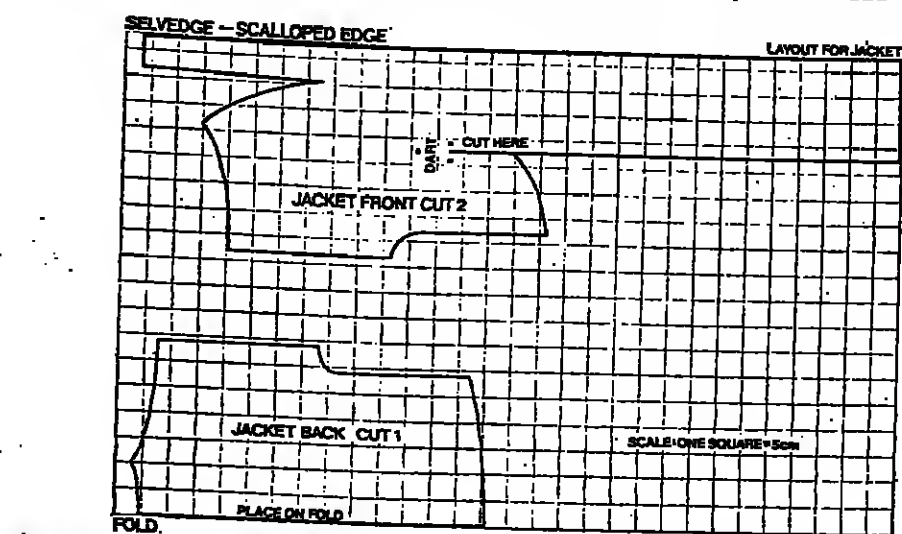
It is expensive at £18-50 per metre, but you need only one and half metres. Cream silk crepe-de-chloe

is available in various qualities. Bill's choice was an exquisite version by Bianchoi (style 53C154, colour 2), 140cm wide, available direct from the firm at Broadbent House, 65 Grosvenor Street, London W1, for £20 per metre.

His excellent alternatives are a cream Chinese silk from Liberty, Regent Street, London W1, 120cm wide, at £12-50 and a slightly paler British silk, 115cm wide, also £12-50, from Allans of Duke Street.

BY AVRIL GROOM

How to be a picture—in glamorous lace



Glamorous for the Christmas party season: our pattern for you to sew. Our three-piece outfit was made in rich cream lace and silk, but is a stunner in whatever colour you choose.

The designer's sketch, showing the outfit with belt cinched outside the jacket and the entrancing back view.



Sketch: BILL GIBB

Picture: PAUL ARMIGER

GUIDE TO MAKING YOUR PARTY OUTFIT

CAMISOLE, TROUSERS AND BELT

SIZING: 10/12, bust 82-87 cm, hips 87-92cm; 12/14, bust 87-92cm, hips 92-97cm; 14/16, bust 92-97cm, hips 97-102cm.

FABRIC: 3-20m of 115cm wide fabric or 2-60m of 140cm wide fabric.

MATERIALS: matching thread, 4 11mm self-cover buttons, medium interfacing, 20cm trouser zip, skirt hook and eye.

TO MAKE PATTERN: copy diagram on to 5cm squared paper (only copy outline that corresponds with your size).

CUTTING OUT: pattern shows cutting layout. Cut 2 front trouser pieces, 2 back trouser pieces, 2 pocket pieces, 1 waistband piece, 1 belt piece, 1 front camisole piece and 1 back camisole piece.

MAKING UP: stitch all seams right sides together, unless otherwise stated. All seams and turnings are 1.5cm, unless otherwise stated. N.B.: camisole side seams and trouser seams are finished with French seams.

CAMISOLE
1. Machine front and back pieces together at side seams. Hem camisole and finish with topstitching.

2. To make the straps, cut 2 narrow strips of fabric each 3cm x 40cm. Fold each strip in half lengthways, machine and turn through to right side. Turn in top raw edge of camisole, machine in place, incorporating straps 15cm in from side seam. Make second row of topstitching on top edge to finish.

BELT

1. To make loops, cut a strip of fabric 3cm x 40cm, fold in half lengthways, machine and turn to right side. Using belt pattern, cut the pattern piece in interfacing. Baste the interfacing to the wrong side of the belt. Fold belt in half and chalk, fold into with tailors' chalk. On one end edge of belt, make 4 loops using the narrow strip of fabric. (Loops should be wide enough to carry the covered buttons.) Tack the loops in position.

2. Fold belt in half and machine edges together, leaving a small opening. Turn through to the right side and through to the right side and close. Slip-stitch opening to close. 3. Cover buttons with fabric (following instructions given on the packaging). Hand sew on the packaging. Hand sew on the packaging. Hand sew on the packaging.

4. Cut a small spray of flowers from the lace fabric

and appliqued to centre area of belt.

TROUSERS

1. To make pleats on trouser front pieces, place marked lines (shown on pattern) one on top of the other in pairs. Press gently and baste in position. Make darts on back trouser pieces, following markings on pattern, and press towards centre back.

2. On right side of trouser pieces (back and front) sew pocket pieces to pocket extensions. On left side of trouser (back and front) fold extension under and press.

3. Machine centre front and centre back seams together. Machine left side seam from dot (marked on pattern) down to bottom edge. Machine right side seam, incorporating the pocket. Press towards front in line with notch.

4. Machine inside leg seams together in one continuous operation. Clip at inner leg to allow for ease.

5. Sew zip into left side of trousers.

6. Sew interfacing to waistband. Fold in half and machine ends together. Turn to right side. Machine one longer edge to top edge of trousers. Turn under and hand sew remaining raw edge in place. Sew hook and eye to ends of waistband.

7. Hem trousers.

JACKET

SIZING: the jacket is one size designed to fit sizes 10 to 16.

FABRIC: 1.50m of 180cm wide lace.

MATERIALS: matching thread, 1m of 4cm wide toning lace (for sleeve edges).

CUTTING OUT: cut 2 front pieces (placing against scalloped edge), 1 back piece.

MAKING UP: make seams by overlapping seam allowance and hand stitching in place, following the design of the pattern as much as possible. Trim away both seam allowances and press.

1. Stitch front to back at shoulder seams.

2. Stitch centre back collar seam (narrow extended edge). These stitch neck seam.

3. Stitch centre back full seam (wider extended edge). Make dart shown on pattern. Stitch side seams together. Gather full and tack to lower edge of jacket. Arrange gathers so that most fall around the front curves, then hand sew in place.

4. Stitch lace strips to sleeve edges to finish.

All prices correct as of going to press. Offers apply until Christmas Eve 1984. All items subject to stock availability.

GIFT SCANNER

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THE BEST FOR CHRISTMAS

CLERICAL ERRORS

IT SOMETIMES SEEMS to the worldly that every day brings forth another fatuous political pronouncement by a leading cleric. Yesterday a whole gaggle of churchmen denounced the present immigration laws as oppressive, discriminatory, racist and so on at the British Council of Churches. The Council promptly called for a comprehensive amnesty for illegal immigrants whom one speaker compared to refugees from political persecution (though fleeing, in this instance, towards persecution rather than away from it, if the Council's vision of this country is not distorted). During the coal dispute, moreover, a long procession of Bishops has striven mightily to see the best in the strikers and the worst in the Government.

What is striking about such clerical interventions is that they are almost invariably secular in character. Left-wing in tendency and quite detached from any specifically Christian tradition of social criticism. Mr SELWYN GUMMER is perfectly correct to point out that when Bishops make such pronouncements, they speak with the modest authority of the man on the Clapham omnibus. The second characteristic of these political sermons is their naivety. They seem quite unaware of anything called a political strike, even though Mr SCARGILL himself declared at the 1983 NUM Conference that "a fight against this Government's policies will inevitably take place outside rather than inside Parliament," and Mr BENN in the Commons recently speculated with relish about a future Northern Ireland situation in areas where the strike is "solid." Those churchmen in search of enlightenment might consider five objectives of the political strike listed by a critic of Marxism, Dr K. W. WATKINS, in his recently published "The Paradise Builders" (Sherwood Press, £7.50). They are: maximising class hatred, discrediting law, giving young workers the benefit of conflict with the police, ensuring that thousands of workers will be open to Marxist "education," and achieving social destabilisation so that society can no longer be peacefully governed in the old way. Are such Scargillite objectives even barely compatible with the Christian message?

Finally, either by remaining silent about picket violence or by issuing only heavily qualified criticism of it, the Bishops have skated delicately over what should be the aspect of the dispute most repugnant to a Christian. This is the treatment of working miners not as people who hold a different view, nor even as decent people in error, but as dehumanised targets lacking all human rights and worthy only of contempt. At a time when a worker's house has been burned down, when buses have been burned out and when terror has been used against "Scabs" and "Class collaborators," might not the Bishops rouse themselves? Ignorance, after all, need not be invincible.

THE REAL KINNOCK

IN HIS POLITICAL EDUCATION as Labour leader which has been splendidly enhanced by his visit to Russia, Mr NEIL KINNOCK will learn again this week the dangers of an unguarded tongue. He will not be the first political leader to find that words spoken casually, conversationally many thousands of miles from the domestic scene can yet fly back to haunt him. For however majestic the multi-lateral arms negotiation in which the Labour leader has engaged President CHERNOMENKO, rather greater permanence, one suspects, will attach to what he said in Russia about the miners. If he has been accurately reported, and no doubt he will question it, the Labour leader appears to have stood up admirably for the principle that one does not run down one's country when abroad. He declared that claims of starvation among miners were exaggerated; that there had been little police violence; that all violence in the strike had been condemned in mining villages and by the TUC; and implied that a miners' victory was far from certain.

What is undoubted is that these sentiments will immensely complicate Mr KINNOCK's relations with Mr ARTHUR SCARGILL. They will also worsen lies by the 80-odd hard Left MPs at Westminster who are principally responsible for blazing abroad these allegations of starvation and State violence, much quoted on Soviet television. What remains uncertain, however, is whether his remarks reflect Mr KINNOCK's real views. Nothing like them has been spoken by him in the House of Commons, nor by his Shadow Cabinet. Nor is it likely, on past evidence, that the Labour leader will say anything like them when he shares a party platform with Mr SCARGILL on Friday night.

But if, by chance, Mr KINNOCK has unguardedly let slip in Russia what he really thinks—and these remarks echo the deep despair expressed privately by most Labour leaders at Westminster—what has he to gain from continuing the pretence? Mr SCARGILL rushes on headlong to Gallipoli. When will the Labour leader deem it prudent to abandon him?

ROCK SOLID ON GIBRALTAR?

THE AGREEMENT REACHED yesterday in Brussels between the British and Spanish Governments on the subject of Gibraltar is not on the face of it remotely sinister. Spain has no alternative but to reopen her frontier with Gibraltar (closed by Gen. Franco in 1969) if she wants to join the EEC. Gibraltar is accounted by Community law to be an associated territory of Britain and all EEC countries are required to have open borders with one another. Since Spain's entry negotiations are near completion such an agreement was wholly predictable.

What is conceivably sinister is the acceptance by Sir GEOFFREY HOWE that the issue of sovereignty over Gibraltar will form part of future discussions between the two countries. Possibly the intention behind this assurance is that the Spanish Government should not be made to look feeble in the eyes of its people, for whom Gibraltar is a matter of terrific national pride. The notion of future discussions is in any case suitably vague. Besides, Sir GEOFFREY reiterated yesterday the British Government's standing commitment to honour the wishes of the people of Gibraltar.

All the same, it is undoubtedly true that there are some in the Foreign Office who think in terms of the gradual disposal of Gibraltar. The forum of Common Market negotiations has not brought the issue to a head because Spain has essentially been in the role of a supplicant. However it is being argued that if Spain is to remain part of Nato (a goal apparently less cherished by her leaders) we will have to concede sovereignty over Gibraltar. There is here a dangerous ambiguity which may engender false Spanish hopes. The British Government must surely have the sense to see, particularly after the Falklands war, that popular opinion will not accept the shuffling off of the citizens of Gibraltar against their wishes.

In an Australia gone soft, only the Hawke still hunts

HOW STRANGE to leave a Labour party in England which has scared even some of its own faithful away and to encounter the Labour party of Australia which has been drawing traditional opponents to its support.

Again, how strange to leave Mrs Thatcher, Conservative, so disturbingly moving many pieces of furniture round her living room and to watch Mr Bob Hawke, Labour, patting the cushions in his living room, begging Australians to make themselves more comfortable.

Next Saturday's election is about the extent to which Mr Hawke has persuaded, dazzled, or — dare we say — conned, Australia into accepting that life under Labour is dinkum.

We are dealing of course with a remarkable personality. Even his frailties and past misdemeanours are assets; for many Australians see some of him in themselves. He is one of the boys. We are also dealing with an exceptionally lucky leader whose timing matched Clive Lloyd's at Brisbane.

Hawke took office 18 months ago just as a crippling and prolonged drought ended and Australia's huge agrarian economy began to climb again. He caught the lift of world recovery, which comes late to Australia. He reaped the fruits of Malcolm Fraser's wage freeze which had at least temporarily cooled Australia's insatiable trade unions.

Unimpeded by any socialist dogma, Bob Hawke then played a two-card trick. He roped into Government the equivalent of our TUC, ACTU (of which he was once boss). Then he deregulated the investment and financial markets. This season's bank profits are impressive, not to say staggering.

It is a sign of the times that amid some whimpering from old-fashioned egalitarians, Labour staged a £100 a head lunch at the Regent in Sydney last week for paying guests who included developers, industrialists, bankers, brokers and lawyers. Hawke's conquest of Australia's business and finance community has been largely psychological.

On his arrival, they braced themselves for the worst. They are rejoicing in what did not happen. It did not happen because the strongest determinant in Hawke has been, and remains, to distance himself as far as possible from the profligate and disastrous regime of his Labour predecessor, Gough Whitlam, who in the 70s, under Whitlam, Government spending rose 40 per cent in a single year. In a row which echoes to this day he was finally dismissed by the Governor-General.

Hawke's single-minded aim in the 18-month run up to this elec-

tion has been to exorcise the ghost of Gough Whitlam, to stop it haunting Labour. When we begin to examine closely today's line-up of bankers, trade unionists and others it could be argued that Hawke is moving remarkably close to a corporate State. Happily for him, or one has had the bad taste to argue that strenuously in this election.

How in the world, it may be asked, has Hawke contrived to persuade his own Labour party to swallow his pragmatism? Like Mr Kinno, Hawke has a hard left wing, some of it even nastier. Indeed, at Labour's party conference earlier this year, the Left showed their teeth. He has held them in so far, partly because

whose external debts amount to £27 billion, rising at the rate of some £5 billion a year. That is not all. A great part of Australia's manufacturing industry is on the way out. Years of excessively-high labour rates have priced Australia competitively out of a region which has industrially taken off.

True, Mr Hawke's compact with the craft unions has but the damaging confrontations which accompanied the last days of Malcolm Fraser. But it has not appreciably changed a style of wage setting which is totally unrelated to the market. On wage costs for fringe benefits now amount to a beggling 50 per cent of the whole—and are rising. Mining, as a productive area, is no longer as assured as it was—though some miners can still count on £500-£800 a week.

Australia's agricultural exports—and these from a highly efficient industry—have been irreparably damaged by Europe's common agricultural policy. So there is room for scepticism about some of Mr Hawke's more sanguine projections.

It is not coming very loudly from the Liberal camp, which seems resigned to its fate. Yet for reasons unconnected with the opposition parties, it is abundantly clear that Mr Hawke's political difficulties will accumulate. His Left has regrouped. Some of the noisier elements have dropped back, cleverer men have moved forward. On a still day you can hear the knives on the whetstone.

THIS probationary period for Labour ended, the election won by Mr Hawke with all his skills will be pushed to hold his course. His persistent optimism and opposition-feelings means that there is absent from this campaign any serious debate about where Australia is going. The enormous cloud which has been cast over probity in high places by the long-running Costigan inquiry into corruption is barely discussed. Mr Peacock cannot dwell on it, partly because tax evasion by Liberal supporters was found in the past to run into astronomical funds and partly because he blew it a few weeks back by fabulously calling Hawke a crook under the protection of Parliament.

Australia is not by international standards a corrupt country but it has become more self-indulgent. The real spectre is not Gough Whitlam, but dolce vita; and that is mainly where Australia's slide begins, concealed from us by distance, from Australians by their dazzling sun. Mrs Thatcher is sometimes accused by critics of talking like a schoolma'am. There is scope for a bit of that in Australia now. Other counsels prevail. Mr Hawke's election slogan is "Bringing Australia together." It would be nearer the mark if it ran "Getting some of Australia off its arse."

Furthermore, this so-called trilogy is addressed to a country

W. F. DEEDES

sees little prospect of Gough Whitlam's ghost disturbing Labour's general election progress

winning office (in any country) is cohesive. Gleaning limos and the perks of government are very jolly after years in the political wilderness. Furthermore, while there are undoubtedly some on the far Left who would (as in Britain) prefer to win their corner than an election, Labour's Left overall is not so daft as to dish a leader who rides so high in Australia—and across political frontiers.

Will it last? That question is the prerogative of an opposition. And again, in the opposition confronting him, it has to be said that Mr Hawke is lucky. The Liberals have enjoyed office too long to be in high gear now. Their leader, Andrew Peacock, has proved much better on the hustings than in Parliament. But he is not the same fighting weight as Hawke. Three-quarters of Australians think that Hawke is a better Prime Minister than Mr Peacock would be. Moreover, he is not, as Hawke is, a practised economist and it is Hawke's economic equations which are vulnerable.

In his quest to rid Labour of the high-taxing, big-spending image, Hawke has declared a three-pronged commitment to economic management. He has undertaken to ensure that both Government spending and the overall tax burden do not increase as a proportion of gross domestic product, and to cut the deficit. That is a tight fiscal box from which to launch a three-year term of office. It assumes a rate of growth of 5 per cent, or better, and effectively rules out major new spending programmes between now and 1988.

Furthermore, this so-called trilogy is addressed to a country

Changes afoot for Travellers' fellows

CONSTERNATION is rising among the Foreign Office men and assorted "spooks" at the Travellers' Club in Pall Mall at the prospect that its doors may finally be opened to women members 180 years after its foundation.

A special resolution is up for discussion at an extraordinary general meeting tomorrow which would allow women unaccompanied by male members into the club and to "enter" not more than three lady guests in the outer and inner morning rooms.

Even now the opponents of the change are stirring backwoods members to action against the proposal which, it is feared, would allow "the wrong sort of person"—maybe even those wielding briefcases and surreptitiously consulting business papers—into the club.

The change seems to have been forced on the Travellers' by financial hardship, which has already led the committee to realise the stock of 1870 port and golf for units and an overdraft. The club secretary stiffly declined to elaborate yesterday.

TOPICALLY, Employment Minister Peter Morrison has just started describing his civil servants as "Martians"—an allusion which, perhaps surprisingly, has not harmed his reputation with the staff.

Morrison's introduction of the term and development of a phraseology to go with it, is even spreading through Whitehall. "Super-Martians" are those of the rank and file who are above, "Chief-Martians" are permanent secretaries, and "Martians of international status" are those working at the Foreign Office.

On internal memos of which he approves, Morrison has been known to pen: "This Martian shows signs of coming down to earth."

Despite that, 300 civil servants from his department turned up to hear Morrison speak on "What I expect from my civil servants" at a seminar last week—six times the number normally attending such gatherings. They even gave him an enthusiastic ovation.

LONDON DAY BY DAY

leader, and James Callaghan, the former Prime Minister, to create one of the most powerful ginger groups at Westminster.

The all-party Maritime group, which they have established, will challenge the Government on the "catastrophic" fall in the size of the merchant fleet so that today it is just half the size it was five years ago with just 711 ships totalling 18.6 million tons.

Against such skilled Parliamentary spokesmen are in for a hard time, particularly since the Falklands war demonstrated once again Britain's dependence on the merchant fleet.

GENERAL PAUL X. KELLY, the charismatic commander of the United States Marine Corps, returned to familiar ground last week when he paid a VIP visit to the Royal Marines establishment at Lympstone, Devon. As a captain in 1969 he won the Beret there as the first USMC exchange officer with the commandos.

During his latest visit "PX" as he is known throughout his corps, was unimpressed by three Royal Marines recruits who tried to bypass the infamous submerged tunnel on the assault course. But matters were corrected by Corporal Keith Christopher who suddenly emerged from the murky depths in an aqua-rep suit to ensure that the recruits were suitably ducked.

PX was much taken by this and asked Christopher if he was cold, to which the corporal was moved to reply: "Nothing that a bottle of Bourbon wouldn't cure, sir." Yesterday a bottle of Jack Daniels was delivered to the young NCO.

Coming out Liberal

YOUNG LIBERALS have once again embarrassed the Liberal leadership by passing a motion praising the "hard-left" Labour MP for Lidingö South, Chris Smith, for becoming the first MP to publicly declare his homosexuality.

They raised this as a step towards breaking down "anti-gay prejudice" and declared that they would support him at the next general election should no Liberal stand against him. He also goes on their "white list" of approved spokesmen. A spokesman declared that the vote was a personal tribute to Smith and he added that the Young Liberals hope it will be "an example to other gay MPs who are too concerned with their majorities or careers to come out of the closet."

Kiss and play

JON KIMURA PARKER, the ebullient 24-year-old Canadian who won the Leeds Piano Competition in September, makes his London debut tomorrow with a Queen Elizabeth Hall concert.

Much is expected of Parker, not just musically where his career is taking off, but given his fearless and flamboyant behaviour.

Reversing Racism

SIR—May I comment on three aspects of your report (Nov. 22) on "Reversing Racism," the latest production of the Centre for Policy Studies?

Writing in the past of the pamphlet dealing with the United Kingdom, Mr Parkins calls on the Commission for Racial Equality to declare positive discrimination in employment unlawful. He does not believe we are clear on the point. But the Commission's Code of Practice relating to employment cannot, in effect, by order of the Secretary of State, in April, 1984.

In a starred comment (p.11) the Code says: "It should be noted that discrimination in selection to achieve 'racial balance' is not allowed."

Over 100,000 copies of the Code have been distributed so far and I am only sorry that one does not yet seem to have reached Mr Parkins.

Secondly, there is a simple confusion underlying a major worry expressed in the pamphlet. To do something extra for one group of people is seen to be designed, "some would suggest, with slight of hand," to lead to equality of outcome.

Really? Does anyone believe that extra help for the chronically sick, who admittedly takes resources away from the rest of us, will restore them to average health? Or that giving money to the parents of clever children to attend the best schools, the assisted places scheme, is either designed to achieve "equality of outcome" or will have that effect? Obviously not.

PETER NEWSAM
Chairman, Commission for Racial Equality, London, SW1.

Sheffield scissors

SIR—I refer to Dr M. H. Hughes's letter (Nov. 23). My association have members who are genuine Sheffield manufacturers of a wide range of scissors (including kitchen scissors) and details can be obtained from us. Furthermore we are encouraging the public to purchase, where possible, British-made cutlery and silverware which still retains its reputation for high quality and value for money.

(Mrs) C. T. STEELE
Sec. Cutlery and Silverware Assn. of the United Kingdom, 100, Trades House, Melbourne Avenue, Sheffield.

Russia in 1914

SIR—One cannot agree with Dr Edward Thomas that German policy in 1914 was "dominated by fear of Russia." Russia had only begun to recover from the crushing defeat inflicted on her by Japan and moreover, did not covet a single square mile of German territory.

Russia's political aims were control of her exit from the Black Sea (unwisely denied her in 1877) and the rescue of Slavonic populations from Turkish and Austro-Hungarian domination.

G. SCHMERLING
Old Coulsdon, Surrey.

PETERBOROUGH

LETTERS TO THE EDITOR

The word of Britain Observations by the abroad bishops

From Sir GILBERT LONGDEN
SIR—In your timely leader "Britain's muted voice" (Nov. 24) you suggest that foreign broadcasts could be described as "an extension of warfare by other means."

That description might more aptly be applied to much overseas aid (I exclude short-term emergencies) whose effect has so often been to enable various murderous and corrupt recipients further to despoil their wretched subjects.

Recent works of Dr Keith Griffin, Paul Johnson and Martin Meredith testify to the criminal misapplication of well-intentioned largesse. But even in those many parts of the world where life is insecure and freedom unknown, man does not live by bread alone, and it is universally acknowledged that he receives comfort and nourishment from the external services of the BBC and from the equally world-wide services of the British Council.

Where expenditure on strips resources and costs have to be cut, it becomes a question of priorities and of getting them right. Surely these two uniquely British institutions should be preferred to some of our overseas aid, and to many of the causes recently described by Mr Simon Jenkins by one of your contemporaries as "wasteful" (wholly autonomous non-government organisations) which between them are told crime the taxpayer over £100 million a year.

May I remind the Foreign Office of some words of the late Lady Violet Bonham Carter in her Lloyd-Roberts Lecture (reprinted in the LANCET for Dec. 1, 1981)?

I need not remind you of the part broadcast during the war when, from the BBC alone, we poured out half a million words a day in 40 different languages to nearly every nation in the world. Its words of encouragement and hope were the mainstay of the heroic forces of resistance throughout Europe. To the contrary, it brought that which they feared above all else—the naked truth. It was one of our greatest weapons in the war. I would only add that today I believe it to be one of our greatest weapons for maintaining peace.

GILBERT LONGDEN
London, S.W.7.

Relationship of television and violence

SIR—The debate about popular entertainment and violence is older than television. As long ago as 1851 the Edinburgh Review was convinced that the penny theatre, which was the mainstay of the re-education of violent criminals, was a "powerful influence for depraving the boyish classes," whose members would become the "doers of the in-famies" they had seen on stage.

Other commentators disagreed, seeing the roots of crime in the social and economic conditions which obtained.

The main difference in the current debate is that we now have evidence, and in that respect Mr Guy Lyon Playfair (Nov. 22) is correct. That Mr Milton Shulman, in "The Ravenous Eye," provided evidence to demonstrate the transformation by television of ordinary children into violent ones, however, is open to serious question.

Mr Shulman did indeed show a correlation between the increase in violent crime and the spread of television in the years following 1955, but what he failed to remember was that between two things proves neither that one of them causes the other, nor even that there is any direct connection between the two. As the statisticians will tell you, a correlation is a confession of ignorance.

The speech by Mr John A. Whitney,

SIR—How right was Mr John Selwyn Gummer to remind us in his recent sermon (report, Nov. 19) that a bishop's voice carries authority only in the "episcopal domain and not the 'technical' Church dignitaries of their time could not have corrected Galileo, or Copernicus physics. Indeed most contemporaries with scientific authority could not have done so for their discoveries broke new frontiers of knowledge and caused the Church to rewrite its interpretation of the universe.

Is Mr Gummer seriously suggesting that monetarism, or any other economic theory holds an equally verifiable truth and stands so ahead of its time as to preclude a non-economist's comprehension?

Or is he merely stressing the iniquity of using the authority of one realm to carry weight in another? If so, which other? From whence stems the politician's authority to proclaim one system a truth, an only right path? How many of our politicians have a disciplined understanding, or even a rudimentary knowledge, of economics, of nuclear power, of conservation, of education, of any of those matters they deal in?

They are selected by us and from us to represent our views about matters, and they carry our authority to act on these things in respect of their election to office. Such bestowed executive authority does not engender the right to proclaim conviction a truth—or permission to condemn comment and criticism from those not numbered among them.

In speaking from their platform the bishops have put forward a view which many hold. They have told of the effects they observe in society of a stag-staying economy, of a society that has not for some years yet to achieve a possible long-term goal.

They have enunciated the dangers of linear calculations and evaluations, sought to emphasise the importance of the nature of social existence and hence, the need for interdisciplinary perspectives. No aim worthy of pursuit can ignore the interrelation of various domains.

MARGARET DAVY
Ailton, North Yorks.

Commons behaviour

SIR—I refer to recent events in the Commons over a paltry sum of £1 which is to be deducted in supplementary benefit for some striking miners.

I cannot help thinking how right my father was when in 1911, upon learning that MPs were to be paid a salary for services which previously were voluntarily given to their country, he said: "F'm! Attract all the muck in the country."

R. M. WINDSOR
Worcester.

Heat and clothing

SIR—What's so special about the striking miners having £1 deducted from their supplementary benefits? From Nov. 26 all claimants in receipt of long term benefit who receive any additional such as heating and clothing have £1 weekly deducted whether they be blind, elderly or disabled, and 50p for those on short term benefit.

Most of these people do not have a job to go back to immediately if desired.

LESLIE CHANDLER
London, N.11.

Design for hardship

SIR—Church leaders are commenting on various aspects of the miners' strike. But will any of them condemn the strike itself?

Surely an action deliberately designed to cause inconvenience, hardship, or even suffering to other people cannot be morally upheld?

T. H. BRIDGEWATER
E. Twickenham, Middx.

Facts of life

SIR—Who better to talk to Mr Scargill at the present time? The Bishop of Hallam, as much experience of closing down "uneconomic" churches and of ensuring that one man does the work of two, or maybe even three, previous incumbents as do any of our industrial leaders.

Mr Scargill should sit at their feet more often! He might learn to accept the facts of life.

JOHN KNOTT
Kenley, Surrey.

Mrs Thatcher's lecture

SIR—The suggestion in London Day by Day (Nov. 27) that Independent Television News was manipulated by David Cameron to cover Mrs Thatcher's lecture at the Carlton Club in order to draw attention away from Mr Kinno's meeting with President Chernomir is inaccurate.

Independent Television News has covered the Carlton Club lecture before. Plans to put a camera in for this year's lecture by the Prime Minister were entered in the news desk's diary as far back as last June.

It was ITN who initiated the request last Thursday to interview the Prime Minister afterwards.

DAVID NICHOLAS
Editor and Chief Executive, ITN, London, W.

BBC ex-chairman Howard dies at Brideshead castle

By GERALD BARTLETT

LORD HOWARD of Henderskelfe, who died last night at Castle Howard, his Yorkshire stately home, aged 64, was chairman of the BBC from 1980 to 1985 and had been one of its governors since 1972.

Always known to his friends as a "larger than life character," the former George Howard was a big man whose penchant for the good life was legendary. He grew up at the beautiful Castle Howard, which became the setting for ITV's "Brideshead Revisited" series.

Because of his size, he tended to wear flowing kaftans off duty, and is remembered at the BBC for the brilliantly-flowing shirts which he frequently wore with business suits. In his early BBC days he was reported to have weighed around 20 stone, but in recent years he had shed some three stone.

Lord Howard was chairman of the BBC during the Falklands conflict, and in May 1982 there was speculation that his long-expected knighthood was being withheld from the Queen's Birthday Honours for incurring Mrs Thatcher's displeasure over the BBC's Falklands coverage.

He was made a life peer in June last year. His appointment as BBC chairman in 1980 came as a complete surprise to the BBC itself. The Prime Minister and the Home Secretary apparently had great difficulty in finding suitable candidates.

At the time it caused some resentment, and was seen by



Lord Howard.

some at the BBC as Mr Whitelaw (now Lord Whitelaw) "installing a safe and trusted chum."

He earned the admiration of all his BBC colleagues, when he defended the Corporation's Falklands coverage, and flayed the Ministry of Defence for their unhelpful attitude and lack of information.

He said at the time: "I must say that I find the attitude of the MoD, to put this at its very mildest, most unhelpful. I definitely take the view that the British public is increasingly sophisticated to detect Argentine lies quite easily."

The other side

"I think it is also important that we should understand what is happening on the other side. But we are not helped at all by the lack of film, the lack of pictures and the lack of information from the Ministry of Defence."

"There have been fewer pictures of this war than any since the Crimea."

Among Conservative polit-

icians, however, his popularity rating was low, and he was under some pressure to resign over "anti-British presentation."

His successor as BBC chairman, Mr Stuart Young, said last night: "Throughout his time with the BBC he was known simply as George Howard, an individual passionately committed to the principle of public service broadcasting."

Every category

"He was interested in every detail of broadcasting and took a keen interest in the technical as well as the aesthetic side of programme making. He prided himself on his knowledge of every category of programmes that the BBC produced."

"George Howard had many outside interests—his involvement, for instance, with organisations such as the Country Landowners' Association, the Royal College of Art, and the History Houses Association, complemented his BBC concerns."

Only surviving son of the late Hon. Geoffrey Howard, he was educated at Eton and Balliol College, Oxford, served with the Green Howards throughout the Second World War, and was promoted to major in 1945.

He was attached to the Indian Army for a period and was wounded in Burma. He married Lady Cecilia FitzRoy daughter of the ninth Earl of Grafton, in 1949, and had four sons. She died 10 years ago.

He returned from the war in 1945 and devoted himself to running Castle Howard as a business.

It was said that being chairman of the BBC was "the first real job" he had ever had. He threw himself wholeheartedly into it, becoming an almost obsessive television watcher and radio listener.

BBC executives were convinced that he consumed more broadcasting than any other individual in the country—and certainly more than any previous governor.

"Inheritance sorted out"

OUR ESTATES CORRESPONDENT writes: Lord Howard's second son, Nicholas, 32, said last night: "Inheritance will be no problem. That has been sorted out. The 1,000-acre estate will continue to be farmed and the other activities will also continue."

Other obituaries—P17

£3m DRUGS HAUL

Heroin worth more than £3.3 million was seized by police yesterday from a fishing junk off Hongkong. Fifteen pistols and several hundred rounds of ammunition were also found hidden in tool boxes. Seven men were arrested.—Renter.



The Archbishop of Canterbury, Dr Runcie, in London yesterday with the Rt Rev. Colin James, who is to be the next Bishop of Winchester.

SANGSTER MARRIAGE IS OVER

MRS SUSAN SANGSTER, 42, wife of the race horse owner and Verinons Pools heir, Mr Robert Sangster, 48, said yesterday that she had decided to end their six-year marriage, because of his romance with Mrs Sue Lilley, 28.

She issued the following statement from the Humber, the 18th Century stately home just outside Douglas, Isle of Man, which has been their home:

"In view of the discussion which I have had with my husband today, and the intolerable position in which I and our families now find ourselves, I

He said he cared for the trees, talked to and looked after his domestic animals and helped the church build up a holiday centre for deprived children, who came to live in huts built in the woodlands.

He said the organising committee had provided him with an old caravan bought for £100 from a committee member.

Decent standard

He said: "After four years, I could not repair it to a decent standard, besides, I was getting married." He said the church had insisted that he live on the site but the caravan was no longer suitable, particularly for his wife.

He said the church claimed there were insufficient funds to provide better accommodation, or to improve the caravan. But he said it had raised £600,000 in grants and public subscriptions to renovate the Methodist Central Hall, in nearby Birmingham.

Mr Nathan Myers, the tribunal chairman, said that Mr Robinson had been dismissed for refusing to remain resident in the wood. But the tribunal was satisfied residence was not a part of his contract of employment.

Mr Robinson, now of Oakley Road, Redditch, worked most of his time for a wage of £20 a week, but had received an increase to £80 a week, which he was receiving when he was dismissed. In addition to the £400 ex-gratia payment he received, he may receive as much as £5,000 compensation when negotiations are complete.

ART HOARD IN COUNCIL FLAT

More than 2,000 pieces of mostly Oriental art found stacked in the top floor flat of a high-rise council block near Grimsby docks are expected to realise more than £30,000 at auction today.

The china, plate, glass, porcelain and pictures were accumulated over many years by Mr Ray Orchard, 57, who was a casual labourer by night and an art fancier by day. He died earlier this month.

West Country MPs call off by-pass debate

By Our Political Staff THE Commons last night backed away from debating a motion on the Okehampton by-pass which had aroused intense controversy among West Country MPs and conservation groups.

Conservative MPs from Devon and Cornwall who were eager to speed the building of the road had secured debating time for the motion, aimed at blocking conservationists' objections to its being routed through Dartmoor National Park.

But the appearance of the motion on the Order Paper caused such a fuss that its sponsor, Sir Peter Mills (C, Devon West and Torridge), decided to call off the debate three hours before it was due to start.

Years of argument

The motion, itself a rarity, was aimed at countering the even less common procedural device under which a coalition of 10 organisations objecting to the route had put a petition pressing the case for an alternative to a joint committee, of both Houses.

KERB-CRAWL BILL SET TO BECOME LAW

By TERENCE SHAW Legal Correspondent

KERB crawling by men seeking the services of prostitutes is to be made a criminal offence under a private members Bill to be introduced in Parliament by Miss Janet Fookes, Conservative MP for Plymouth Drake.

The Bill, which will implement proposals last summer by the Criminal Law Revision Committee for tightening controls on prostitution, is expected to receive Home Office backing and has an excellent chance of becoming law.

Miss Fookes came second in the recent ballot for private members' Bills which should ensure her of sufficient Parliamentary time for the Bill to reach the statute book by next summer. The Bill, which has still to be drafted, is due to have its second reading debate on Jan. 25.

Welcomed by ministers

Miss Fookes said she expected that the Bill would closely follow recommendations of the Criminal Law Revision Committee which called for fines of up to £400 on male kerb crawlers.

The report of the committee headed by Lord Justice Lawton was welcomed by the Home Office Ministers and only recently Mr Mellor, Under Secretary at the Home Office, said they would back private members legislation to tackle kerb crawling.

Miss Fookes said yesterday that she was hoping for Government help with the drafting of her Bill and was optimistic that the legislation would not run into much opposition.

"In some towns there are virtually no-go areas where women prefer to go because of harassment by men looking for prostitutes," said Miss Fookes.

Kerb crawling was a "nasty development of this" and she was determined that women should no longer have to suffer this indignity.

It also caused a great deal of nuisance for residents in some areas.

Traditionalist bishop for Winchester

By Canon D. W. GUNDRY Churches Correspondent

THE next Bishop of Winchester is to be the Rt Rev. Colin James, 58, Bishop of Wakefield since 1977.

He is no stranger to Hampshire, having been vicar of St Peter, Bourne-mouth, from 1967 to 1975 and residential canon of Winchester Cathedral and Bishop Suffragan of Basingstoke from 1975 to 1977.

Bishop James' appointment will be welcomed as his orthodoxy is impeccable and he has won respect wherever he has served in the ministry. Asked about controversial bishops, he said: "I am a traditionalist in Christian doctrine. Although personally on the Catholic wing of the Church of England, I am not a party man."

The son of a former vicar of St Giles, Cambridge, he was educated at Aldenham School, after serving in the Royal Navy, he went up to King's College, Cambridge, and Cuddesdon Theological College, and began his ministry as a curate at Stepney parish church.

TV post

Later, after five years as chaplain of Stowe School, he became BBC religious broadcasting organiser for the South and West from 1960 to 1967.

Bishop James has served as chairman of the B B C and I B A religious advisory committee.

He will succeed Dr John Taylor, who retires at the end of February. He expects to be enthroned in Winchester Cathedral next June.

Beethoven could face the music says psychologist

By TONY ALLEN-MILLS in New York

LUDWIG van Beethoven's consummate skills as composer and musician may have had something to do with the shape of his face, according to Prof. Karl Smith, an American psychologist from Wisconsin university.

He believes people favour the left or right side of their faces in much the same way that they use their left or right hands.

After studying the facial movements of hundreds of people, he discovered that while ordinary humans were mostly right-faced, gifted musicians were almost always left-faced.

Prof. Smith formulated his theory from visual observation and computerised analysis of lip, tongue and jaw movements. Then he tested on his findings on pictures of famous musicians like Beethoven, Brahms, Wagner and Liszt.

In all these cases, and in 98 per cent of a group of opera singers he also examined, the musicians were left-faced, that is, their left brows were lower than the right and dimples and wrinkles on the left were more pronounced, indicating greater use of that side of the face.

Facial fingerprint

"My results confirmed that all persons have a sort of facial fingerprint of distinctive way in which they use one side of their face, just as they have distinctive patterns of right or left handedness," Prof. Smith commented.

He also suggested that facial patterns were clearly noticeable in babies, left or right "facedness" becoming evident two or three years before children demonstrate a preference for left or right hands.

"This suggests that facedness is related to how the brain develops right after birth, which indicates that certain traits are inherited," Prof. Smith said.

He intends to pursue his research to see if he can establish evidence that left-faced people are naturally disposed to music-making, or that musical ability may be inherited.

£4m SOVIET DEAL

By Our Business Correspondent A £4 million order from Russia for transmission components for a new combine harvester production line has been won by John Brown Automation, part of the Clyde-side engineering group.

'RAIDERS' RECORD

"Raiders of the Lost Ark" which broke all cinema records, has won an award for being the most rented video film of the year.



Ludwig van Beethoven: clues to genius.

SLATES MAY RETURN TO CLASSROOM

By MARGOT NORMAN Education Staff

PLANS to bring back writing slates for school children are being considered by Tory-controlled Essex County Council.

The proposal, which follows a big rise in the price of paper and the demise of several exercise book manufacturers, was recorded in a council minute to the supplies committee.

"It's preposterous to think anyone could seriously have suggested this," said Mr David Gwynne-Jones, East Anglia's national executive member of the National Association of Schoolmasters/Union of Women Teachers.

"My old friend Rab Butler, who brought in the 1944 Education Act, must come off his saintly seat and bring an act of retribution to the idiots who have reduced education to such an absurdity."

A spokesman for the council, which is well used to criticism concerning the low sums Essex allocates for school books and equipment, confirmed yesterday that the reintroduction of slates was being considered.

But the council was also looking at waxed marker boards, which take felt-tip pen jottings and can be rubbed off for use again.

The spokesman stressed that there was no question of getting rid of exercise books altogether.

Will your imports stop here?



With few exceptions, from November 1st 1984, VAT on imports has to be paid in full prior to those goods leaving the Customs shed.

This change could lead to unusually acute cash-flow problems (particularly for those importers with seasonal patterns of trade)—and it may now be too late to make deferment arrangements.

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COURTAULDS PLC

Interim Results

Unaudited results for the half year to 30 September 1984 are:-

1983/84			1984/85
1st Half	2nd Half		1st Half
£m	£m		£m
973.4	1,064.7	Turnover to External Customers	1,038.2
438.1	479.1	Turnover to UK Customers	441.7
202.5	230.0	Exports from UK (including inter-group)	216.5
362.1	386.6	Turnover Overseas	412.2
28.8	43.9	Operating Profit — UK	26.3
25.3	29.5	— Overseas	32.3
54.1	73.4	— Total	58.6
1.1	1.0	Share of Profits of Related Companies	1.9
(7.5)	(4.3)	Interest Payable net of Investment Income	(6.2)
47.7	70.1	Profit on Ordinary Activities before Taxation	54.3
(2.0)	(5.2)	Taxation — UK (including ACT £2.3m)	(2.4)
(8.3)	(12.9)	— Overseas	(9.9)
(10.3)	(18.1)		(12.3)
37.4	52.0	Profit on Ordinary Activities after Taxation	42.0
* (5.3)	(6.5)	Minority Interests	(4.0)
* 32.1	45.5	Courtaulds Shareholders' Interest	38.0
(0.1)	—	Preference Dividends	(0.1)
* 32.0	45.5	Courtaulds Ordinary Shareholders' Interest	37.9
* 9.26p	12.00p	Earnings per Ordinary Share before Extraordinary Items	9.99p

* Restated to reflect the issue of Courtaulds shares for International Paint shares

The breakdown of the Operating Profit between Product Groups is as follows:-

30.8	38.1	Fibres	27.6
5.8	7.2	Fabrics	7.5
3.8	12.3	Clothing	7.1
11.2	8.4	International Paint	12.5
5.8	6.5	BCL	5.3
1.3	1.6	National Plastics	1.8
(4.6)	(0.7)	Miscellaneous	(3.2)
<u>54.1</u>	<u>73.4</u>		<u>58.6</u>

UK Trading

By comparison with the first six months of 1983/84, there was little change overall in the volume of sales from the Group's businesses in the UK, although fibre exports to markets outside Western Europe were lower.

Increased prices in both home and export markets were generally sufficient to maintain or improve margins, except in some of the UK fibre businesses where a reduction in profits reflected some decline in the strength of demand. Additional costs have also been incurred as a result of national industrial disputes.

Overseas Trading

The rise in sales by the Group's businesses overseas was attributable to improvements in both volume and price, as well as to an increase of £21m due to exchange rate movements.

The improvement in overseas profits, after a £1.8m reduction due to exchange rate movements, principally arose from better trading conditions in North America.

Dividend

The Board has declared an interim dividend in respect of the 1984/85 year of 1.40p net per Ordinary Share (1983 1.20p) — gross equivalent 2.00p (1983 1.714p) — to be paid on 9th January 1985 to shareholders on the register on 27th November 1984. The cost of the interim dividend after deducting ACT is £5.3m.

COURTAULDS PLC

18 Hanover Square, London, W1A 2BB

D. C. Pimlott, Secretary

27 November 1984

WORKING ABROAD (7th edition)

by Godfrey Golzen
The Daily Telegraph Guide to
Working and Living Overseas
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290, 300, 310, 320, 330, 340,
350, 360, 370, 380, 390, 400,
410, 420, 430, 440, 450, 460,
470, 480, 490, 500, 510, 520,
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590, 600, 610, 620, 630, 640,
650, 660, 670, 680, 690, 700,
710, 720, 730, 740, 750, 760,
770, 780, 790, 800, 810, 820,
830, 840, 850, 860, 870, 880,
890, 900, 910, 920, 930, 940,
950, 960, 970, 980, 990, 1000

Century Oils
plunges midway

CENTURY OILS' pre-tax profit for the first half plunged from £1.02m to £143,000, cutting earnings from 1.23p to 1.03p.

The miners' strike has meant a loss of sales to British mines and mineral-related industries amounting to over a quarter of last year's total, and losses of £250,000 a month in Britain at the start of the period.

Costs have been cut, more efficient methods of operation adopted and in other areas of the business record levels of sales are being achieved.

The interim is maintained at 1p, payable Jan. 23.

CML Microsystems

CML Microsystems, which came to the US in February via a highly successful tender offer and went on to top its first year pre-tax profits forecast by £71,000 with £12,200, has made substantial progress in the opening half with £701,000 against £383,000 of sales of £2.5m (£1.94m).

Earnings are 4.5p (£1.31) but, as known, no interim.

John Carr

FULL year pre-tax profits of £2.7m (£2.1m) are on the growth came in the opening half. As the board of this joint venture cautioned in May there was a dip in the closing months — down £119,000 on the corresponding period — due to higher costs on the fall in the pound and industrial action at the Doncaster site.

Due to reorganisation of production facilities phasing out of old products and the introduction of their replacements the opening half outturn this time is unlikely to be as great as 1983/84's £1.22m.

In final on Jan. 15 lifts the total from equal to £240 to £245 in earnings of 8.66p to 8.94p.

Parkland Textile

PARKLAND Textile Holdings has pushed opening half pre-tax profits up £105,000 to £810,000. But it points out that this does not reflect fully the improvement expected from the £4.36m advance in sales in the half to £24.3m.

This explains this swollen and worsened credit position due to the speeding incurred and the financial losses sustained in the setting up of two new factories for the clothing division at Union. It anticipates that these set-up costs will continue in the second half but is confident the additions will prove a worthwhile long-term investment.

Farinole are 3.50p down to 7.5p, but the interim is again 1.6p on Jan. 11.

BIDS AND DEALS

E. Lanes Paper

EAST Lancashire Paper jumped 12 to 105p yesterday after the group revealed a third party approach which may lead to an offer.

G. M. Firth also confirmed it has been asked to bid for 12.75p per share with the purchase of another 5,000 shares at 91p each.

Kratos

DIRECTORS Dr John Waldron and Roger Spear and American co-director Malcolm Kahn have announced a takeover of Kratos, the Manchester analytical instrument maker, from the Californian parent company for \$10m.

The deal is funded by directors, senior managers and a private placing of shares by Dr Zoete & Bevan with a group of institutions.

Apex-Clydesdale

CLYDESDALE (Transvaal) Col. Mines, which is listed in Johannesburg and London, is to be used as the corporate vehicle for a planned merger with Apex Mines with Apex holders getting 280 new Clydesdale shares for every 100 Apex. Clydesdale will change its name to Gold Fields Coal.

Heritable-Hoskins

SCOTTISH Heritable Trust, in a takeover battle for Hoskins and Hoskins, is considering its position and "awaiting with interest" the publication of the formal offer document from the bidder London and Midland Industrial.

ICL-Barclays

ICL HAS purchased from Barclays Bank its 40 p.c. shareholding in Baric Computing Services, the joint venture business established in 1970. As a result, Baric, whose turnover in the year to end-September 1983 was £14.6m, is now a wholly-owned subsidiary of ICL.

Whitbread's retail division has strengthened its position as the second largest discount store owner following its purchase of Bay Bank Holdings, which has 100 shops, in a deal worth £11m.

THE QUESTOR COLUMN

Charges tweak Lyons' tail

A JUMP of £5.3 million in interim charges sticks out like the proverbial sore thumb in Allied-Lyons' interim figures to September 15 and can probably take most of the blame for an easing down of full year pre-tax hopes.

Profits for the half year have increased from £90.5 million to £101 million pre-tax but that takes in £10.9 million of higher disposal profits (£5.2 million last time), and while trading profits show an 8.5 p.c. increase to £105 million a clearer picture of underlying trends in each division would be useful.

Beer profits at the pre-tax level are up from £47.7 million to £54.4 million, but this took in most of the property profits as well as a large chunk of both interest charges and redundancy costs.

The group assures that the underlying trend was upwards during the half and the first half running has been made by the consumer products side.

Beecham obviously regards the situation with some embarrassment — pharmaceuticals are, after all, meant to be the glamorous area of the group.

But we can spare its blushes, for the reasons are outside Beecham's control and likely to be partially reversed in the current financial year.

The most serious problem has been compulsory price reductions in Japan. While that problem will not go away, it was present during the second half last year so the comparison in the current period will be like-for-like.

The other area of trouble was Nigeria, where an embargo on import licences hit Beecham exports from the United Kingdom and from Singapore. That situation shows signs of easing, but the group's two problem areas — dental and pharmaceuticals — are by about £10 million ahead of which was made up in the United States and Europe to leave divisional profits just ahead.

The consumer products business also had problems in Nigeria, but these were swamped by growth in food and drink at home, cosmetics in the United States and by the new home improvement products businesses.

Beecham understates its total interim profits by £7.7 million

COMMODITIES

LONDON METAL MARKETS
Sudanese Metal Report
COPPER: Futures, Wire Rods of September 11, 11.10-11.15, 11.15-11.20, 11.20-11.25, 11.25-11.30, 11.30-11.35, 11.35-11.40, 11.40-11.45, 11.45-11.50, 11.50-11.55, 11.55-12.00, 12.00-12.05, 12.05-12.10, 12.10-12.15, 12.15-12.20, 12.20-12.25, 12.25-12.30, 12.30-12.35, 12.35-12.40, 12.40-12.45, 12.45-12.50, 12.50-12.55, 12.55-13.00, 13.00-13.05, 13.05-13.10, 13.10-13.15, 13.15-13.20, 13.20-13.25, 13.25-13.30, 13.30-13.35, 13.35-13.40, 13.40-13.45, 13.45-13.50, 13.50-13.55, 13.55-14.00, 14.00-14.05, 14.05-14.10, 14.10-14.15, 14.15-14.20, 14.20-14.25, 14.25-14.30, 14.30-14.35, 14.35-14.40, 14.40-14.45, 14.45-14.50, 14.50-14.55, 14.55-14.60, 14.60-14.65, 14.65-14.70, 14.70-14.75, 14.75-14.80, 14.80-14.85, 14.85-14.90, 14.90-14.95, 14.95-15.00, 15.00-15.05, 15.05-15.10, 15.10-15.15, 15.15-15.20, 15.20-15.25, 15.25-15.30, 15.30-15.35, 15.35-15.40, 15.40-15.45, 15.45-15.50, 15.50-15.55, 15.55-15.60, 15.60-15.65, 15.65-15.70, 15.70-15.75, 15.75-15.80, 15.80-15.85, 15.85-15.90, 15.90-15.95, 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3. ANNUAL LIFE ASSURANCE		LONDON & N.	
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Man Series B	354-8	High Low	
Man Series C	354-8	High Low	
Man Series D	354-8	High Low	
Man Series E	354-8	High Low	
Man Series F	354-8	High Low	
Man Series G	354-8	High Low	
Man Series H	354-8	High Low	
Man Series I	354-8	High Low	
Man Series J	354-8	High Low	
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Man Series AX	354-8	High Low	
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Man Series AZ	354-8	High Low	
Man Series BA	354-8	High Low	
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Man Series BC	354-8	High Low	
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Man Series BJ	354-8	High Low	
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Man Series BL	354-8	High Low	
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Man Series BP	354-8	High Low	
Man Series BQ	354-8	High Low	
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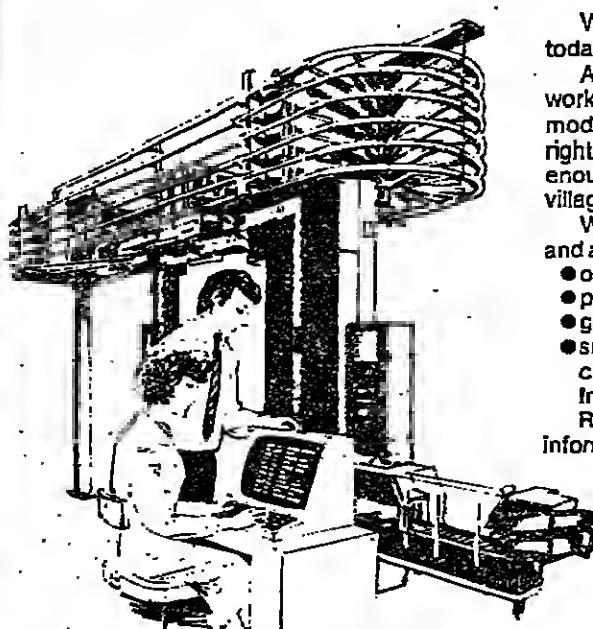
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- First class command of the English language
- Degree level education and an appropriate professional qualification

The position offers an attractive salary and benefits package. Please apply in the first instance with full cv to: Personnel Department, McDermott International Inc. 16 Avenue Henri Matisse, 1140 Brussels, BELGIUM.



Charles Fulton Australia (Pty) Limited. FOREIGN EXCHANGE BROKERS

to work in
SYDNEY

Opportunities have arisen for people with a minimum of two years' broking experience, preferably single and aged between 20-25, to join this expanding office.

Please send details of your employment record to date, with all relevant experience to:

T.A. Jones, Charles Fulton (U.K.) Limited,
34-40 Ludgate Hill, London EC4M 7JT.



SALES/MARKETING EXECUTIVE

Applications are invited from suitably qualified persons to assume responsibility for marketing and actively selling our diving and offshore maintenance services.

Preference will be given to applicants with a relevant degree, technical or engineering experience. Fluent French is regarded as essential together with proven marketing ability in a similar field.

Whilst centred at Ade this position will necessitate extensive foreign travel. A good salary and other benefits will be offered commensurate with experience.

Please apply in writing, providing a full cv. and passport-type photograph, to:

The General Manager,
Seawell Divers Limited,
The Limbs,
The Street,
Acton, Norfolk NR13 3QX.

SALES EXECUTIVE

C39.000 + CAR + GOOD COMMISSION
LONDON AND HOME COUNTIES

The Company, engaged on high technology metal finishing, is a member of a prestige publicly quoted group and seeks a high calibre sales executive with in-depth experience of the architectural metalwork and home improvement window industries to generate substantial new business in the above areas. A strong commercial acumen is essential. A strong commercial acumen is essential. A strong commercial acumen is essential.

Send full CV to: The Personnel Manager, White Seal Powder Coasters Ltd., Essex Road, Huddersfield, Meris EN11 5TY.

MECHANICAL SERVICES ENGINEER

Loughton, Essex £10,000-£12,500

The Bank of England is seeking to recruit a Mechanical Services Engineer for its Printing Works. The factory is responsible for the production of all Bank of England notes and currently employs some 1,550 staff.

The successful applicant, who will probably be aged 30-35 years, will be responsible for the maintenance, operation and modification of equipment associated with the running of the Printing Works, and preferably will have a background of involvement with process industries and a knowledge of Electrical Services. He/she will have relevant experience of all aspects of H & V, air conditioning, design, specification and supervision of projects. The applicant will hold an appropriate professional qualification; membership of CIBS or the Institute of Plant Engineers will be an advantage.

Starting salary will be according to age, qualifications and experience and is likely to be in the range quoted above. There are excellent fringe benefits, which include a non-contributory pension scheme. Application forms may be obtained by telephoning 01-505 8221 Ext 25 or by writing to:

The Personnel Manager,
Bank of England Printing Works,
Langston Road,
Loughton,
Essex, IG10 3TN.

BANK OF ENGLAND
PRINTING WORKS



SENIOR QUANTITY SURVEYORS

Taylor Woodrow International Limited require experienced Senior Quantity Surveyors to cover all aspects of QS work on civil engineering and building contracts overseas.

Applicants are likely to be over 35 years of age, must be qualified and should preferably have had previous overseas experience with a contractor.

Benefits include salary paid free of tax, free accommodation and home leave on full overseas pay.

Please write for an application form to: Peter Sichel, Taylor Woodrow International, Weslome House, Weslome Avenue, London W5 1EU or telephone 01-591 3161.



TELEPHONE CABLES LIMITED

TCL, a GEC company, one of the market leaders in telecommunication cable technology, need additional sales and marketing personnel at its headquarters in Dagenham, Essex.

SALES/MARKETING ENGINEERS

Applicants should be educated to degree level or equivalent with experience in the telecommunication cable network or similar type of industry, and have the ability and flair to make a real contribution to the company's marketing effort.

The work entails:

- Defining and specifying markets for both traditional and fibre optic cable
- Studying and reporting on present and future market needs
- Liaising with existing and prospective customers.

Overseas travel will be necessary.

Attractive salaries and benefits will be offered.

Please write or telephone for an application form to:

Mr J. P. Wilks
TELEPHONE CABLES LIMITED
Chequers Lane, Dagenham,
Essex RM9 6JA
Telephone 01-582 6511

Project Engineer for Power Station Development

Sulzer, the international engineering Company require an Engineer

- * Aged 30+
- * Qualifications: Mech. Eng. Deg., Grad I. Mech.E. or equivalent.
- * 3 years similar projects preferably combined cycle using various prime movers in conjunction with cogeneration.
- * Duties: Preparation of tenders, specs/evaluation of sub-suppliers, sales support, etc.
- * Company car provided.

Write or telephone for application form to: Personnel Manager, Sulzer Bros (UK) Ltd., Farnborough, Hants. Tel. No. Farnborough 544311.

SULZER

صوتنا من الداخل

LEVER BROTHERS
MARKETING

مركز العمل

Offshore Engineering in the Rough Field

All the complexity and opportunity of a massive £600 million development

British Gas is looking for qualified engineers to join its team of specialist professionals working offshore on the Rough Storage Project. Utilising the partially depleted Rough Gas Field in the North Sea for storage, this ingenious and massive development is among the most complex anywhere in offshore engineering. When fully operational, it will be capable of supplying a billion cubic feet of gas a day during periods of peak demand - more than seven times the original output of the field.

Senior Production Engineer

Full responsibility for managing and developing the work of the offshore process section - reporting directly to, and deputising for the Offshore Installation Manager. Responsibilities cover the safe, efficient and economic operation of all facilities, including the process equipment. Extensive experience in the offshore petroleum industry should demonstrate supervisory ability. Ref: REA/117/076.

Shift Production Engineers

To be responsible to the Senior Production Engineer for the day or night shift operation of all facilities and process equipment on the platform. Duties include the direction of all piggings operations to and from the platform and supervising the operation of the offshore control room during the shifts. The successful candidate will be required to control work directly in the event of an emergency.

Some five years' experience in an offshore production position including supervisory responsibilities is essential. Ref: REA/115/076.

Senior Maintenance Engineer

To be responsible for managing the offshore Maintenance Section - electrical, mechanical, instrumentation and communications - reporting directly to, and deputising for the Offshore Installation Manager. Maintenance responsibilities cover all platform facilities, including process equipment and life support systems, in accordance with the

highest levels of safety, efficiency and economic practice. Extensive experience in the offshore petroleum production industry is essential, including an offshore background in maintenance supervision. Ref: REA/118/076.

Maintenance Engineers Instrumentation/Electrical/ Mechanical/Communications and Computing

To be responsible to the Senior Maintenance Engineer, with responsibility for planning the maintenance programme in their specific discipline, and then selecting, directing and inspecting the work of skilled technicians. Duties include management of offshore shifts and being on call in the event of maintenance and repair emergencies.

Extensive experience in an offshore maintenance position including supervisory experience is essential. Refs: REA/111/076, REA/112/076, REA/113/076 and REA/114/076 respectively.

Safety Officer

To be fully responsible for achieving the highest standards of safety for all operations at platform in the field - both normal and emergency - reporting to the Offshore Installation Manager. Extensive experience on the surveillance supervision and co-ordination of safety operations is essential, including experience of offshore operations. Ref: REA/119/076.

In addition to specific requirements, applicants for each position will be expected to have at least an HNC/HND level of education in an appropriate discipline.

Starting salaries and benefits package will be commensurate with experience and qualifications, together with relocation assistance where appropriate.

To apply, please write with full career details and quoting the appropriate reference number, to: Assistant Personnel Manager, (H.Q. Services), British Gas, 59 Brynston Street, London W1A 2AZ.

BRITISH GAS

ERGONOMIST Human Factors Engineering

Salary range £16181 to £19300 p.a.
Gloucester

The Generation Development and Construction Division of the CEBG located at Barnwood, Gloucester, which is responsible for the design and construction of nuclear and conventional power stations in England and Wales, invites applications for the position of Senior Engineer (Ergonomist).

The post arises within a group which is responsible for the design engineering and verification of control rooms and other operator interfaces for power stations. The group is involved in the formulation of human engineering standards and the development of new hardware and software designs using advanced data processing and display techniques. R+D support is provided from the Board's own Laboratories and by external contractors and the group is provided with extensive computing facilities and technical information services.

Applicants should already be qualified for registration with the Ergonomics Society as a professional ergonomist and have considerable practical experience in the field.

Experience in process control, instrumentation design and engineering, display software, design of operating procedures or task analysis is required. Re-orientation to particular functions will be provided to enable successful applicants who may currently be engaged in non-power station activities to be able quickly to make an effective contribution.

Application forms, obtainable from the Manager of Personnel and Administration, Central Electricity Generating Board, Generation Development and Construction Division, Barnet Way, Barnwood, Gloucester GL4 7RS. (Gloucester (0452) 652830) should be completed and returned within 12 days of this advertisement. Envelopes and correspondence should be marked "CONFIDENTIAL" and quote the vacancy reference number 151/84/DT.

The C.E.G.B. is an Equal Opportunity Employer.

CENTRAL ELECTRICITY GENERATING BOARD
GENERATION DEVELOPMENT AND CONSTRUCTION DIVISION

Technical Instructors

DO YOU HAVE:

- * Experience in basic electronics, radar systems, computer systems or control systems?
- * Lecturing or instructing ability?
- * At least an ONC or equivalent qualification in either Electronics, Electrical or Mechanical Engineering?

If so you may be ideally suited to fill one of a number of vacancies in our Product Support Technical Training School in Stevenage.

Duties include course planning and material preparation, in addition to both practical and theoretical instruction to Company employees and Customer personnel. Previous experience of guided weapon maintenance or as a Technical Instructor on Electronics in H.M. Forces would be an advantage.

If interested, please contact:

Mr. A.G. Stevenson, Ref. E624, Overseas Personnel, P.B. 140, British Aerospace PLC, Dynamics Group, P.O. Box 19, Six Hills Way, Stevenage, Herts SG1 2DA.
Tel: Stevenage (0438) 312422 ext 2247.

BRITISH AEROSPACE
DYNAMICS GROUP

Stevenage Division

Unequalled in its range of job opportunities

HUNTER PRODUCE LIMITED

require a REGIONAL GENERAL MANAGER

Through Group promotion Saphir Vegetables, a division of Hunter Produce, require a General Manager to take responsibility for their operations in the Southern Region.

Saphir Vegetables are, with their progressive grower groups, leading producers of quality vegetables, salads and potatoes marketed to the major multiples, caterers and wholesale outlets.

The successful applicant will ideally have experience in the fresh produce industry, will be a self starter, able to motivate and lead an enthusiastic team and possess a high degree of communication and management skills.

Applications are invited for this senior appointment from people with a proven record of achievement through sound commercial and financial practices; able to display the necessary commitment and enthusiasm to the continued development of this region.

The appointment will attract a salary and benefits, including a company car, commensurate with the experience of the applicant and employment by a successful public company.

Please apply in confidence, enclosing a detailed cv to:

P. N. AUSTIN, FCCA, Hunter Produce Limited, (Vegetables Division), Eurocentre, Whitstable Road, Faversham, Kent ME13 8BQ

A subsidiary of Hunter Saphir plc

FINANCIAL CONTROLLERS FINANCIAL MANAGERS

Central London

Our client, the Burton Group plc, have recently announced record profits. This success stems from the Group's ability to focus sharply on specific market segments to manufacture and market. These new appointments are in Burton Retail Division which is intent on developing into new areas of the UK menswear market.

Candidates for the Financial Controller positions will be aged 30-35 - for Financial Managers 25-30. They will be capable of developing their professional and commercial expertise in a business using advanced financial management techniques.

Experience in a service industry would be helpful but not vital. Initiative, the ability to think innovatively and commercially, plus a desire to achieve results are essential qualities. Capacity to contribute significantly to the overall management of a dynamically expanding business is equally necessary.

Salaries for the Financial Controller positions circa £25,000 plus incentive bonus; for Financial Managers circa £18,000 plus incentive bonus. Benefits include generous relocation where appropriate and staff discount scheme.

In the first instance, please apply to: D. S. Thomson, MORGAN THOMSON ASSOCIATES, Scriven House, Richmond Rd, Bowdon, Altrincham, Cheshire WA14 2TT, or tel 061-941 1084

The
Burton
Group

Morgan Thomson
Associates
Executive Search



Home Furnishing Products Technologist

Laura Ashley Ltd., the International Fashion and Home Furnishing Group have a vacancy for a Home Furnishing Products Technologist to report to the Group Technical Manager at our headquarters in rural Mid-Wales.

The successful applicant will be responsible for all aspects of quality control and technical support for our ranges of bought-in furnishing products which include textiles, wallpapers, curtains and associated home furnishing products.

Applicants should be educated to degree standard and have experience in testing procedures in the textile or closely associated industry together with a knowledge of textile processing.

Some commercial awareness would be required as close liaison with our buying departments would be necessary. In addition to an attractive salary, this position offers a company car, excellent working conditions and other benefits including re-location expenses if necessary.

Please apply in writing with full C.V. to:
The Personnel Manager, Laura Ashley Limited, Cymo, Powys, Wales SY17 5LQ.

Administrative Officer

The Construction Industry Training Board is recruiting an Administrative Officer in the Secretary at its Head Office in Newbury, S.W. London, who will be responsible for servicing industrial committees and working parties, including the drafting of policy proposals, papers and minutes of meetings.

The work entails a high level of analytical thought, the ability to present material concisely and accurately and to assess staffing, legal and financial implications of proposals.

The work would be of interest to a mature person who has experience of serving committees and preferably some knowledge of the construction industry.

This vacancy will arise owing to an impending early retirement under the Government's Job Release Scheme and applicants should be unemployed persons, or under notice of redundancy or nearing completion of a temporary contract.

Starting salary will be in the range £8,750 - £9,750 and assistance will be given with relocation expenses where appropriate.

Please write for application form and further details to:-
The Personnel Officer,
Construction Industry Training Board,
Radnor House, 1272 London Road,
Newbury, London SW16 4EL.

Closing date for return of completed applications
12th December, 1984.

SALES PROFESSIONALS CELLULAR CARPHONES

O.T.E. 220K + CAR
LONDON

Recom Communications one of the fastest growing companies in Mobile Radio and Paging Communications, is seeking a successful track record in Communications/Computer/Business Equipment Sales, this is your opportunity to join a young, results orientated company, and market the communications systems of the future.

If you are a dynamic sales professional aged 25-35, with a proven track record in Communications/Computer/Business Equipment Sales, this is your opportunity to join a young, results orientated company, and market the communications systems of the future.

Full product training and support will be provided, plus a good basic salary, commission, company car and business expenses.

Please forward comprehensive career details, cv, phone: Derek Colledge, Reconn Communications, Colledge House, Francis Street, London, SW11. Tel: 01-232 3776

Diesel Fuel Injection Equipment

Sales/Applications Engineer

The Company Robert Bosch Limited, the UK subsidiary of a major worldwide organisation, markets a wide range of high quality automotive products.

The Job A Sales/Applications Engineer is required to maintain and develop the market in diesel injection systems with major UK engine manufacturers.

The Requirement You should have around 3 years experience in engine development preferably with similar fueling systems and be qualified to at least HNC level in mechanical engineering. Some commercial experience would be advantageous but is not essential. The position will involve travel within the UK and to our parent company in Germany.

The Benefits Salary and benefits offered are excellent and include a company car and generous assistance with relocation where applicable.

The Next Step Write with full career details to: Neil Gobby, Personnel Manager, Robert Bosch Limited, P.O. Box 98, Broadwater Park, Denham, Uxbridge, Middlesex UB9 5EU



REGIONAL DIRECTOR

(Westminster/Camden)

£15,000-£21,000

LONDON-BASED REHABILITATION
HOUSING ASSOCIATION
A TOUGH CHALLENGE FOR A
HOUSING PROFESSIONAL

Restructuring of this Housing Association earlier this year resulted in two Regions being created, each to be headed by a Regional Director. Each Region has 2,000 tenants and up to 40 staff. The Regional Director is totally responsible for:

- a. Housing Management
- b. Property acquisition and development
- c. Maintenance
- d. Financial and overall performance

A strong leadership style will be required, combined with a high level of achievement orientation. Extensive experience in Housing, Development and Housing Association finances is required.

PCHA is a large housing association operating in N.W. London with over 4,500 units under management. These are located within multi-racial communities and 45% of our tenants are from minority groups. In providing a full range of housing services PCHA employs over 100 staff. As part of our Equal Opportunities policy, applications are welcome from people, regardless of sex, sexual orientation, disability or ethnic origins. For details and an application form please contact:

Bernard Stewart-Deane, Association Director, Paddington Housing Association, 296 Willesden Lane, London, NW2 5HR, Telephone Number: 01-459 8622. Closing date: 25th December, 1984.

SALES REPRESENTATIVE

Southern England/Midlands/Wales
We are a leading private company in the specialist field of chimney, backpacking and skilink which continues to experience rapid growth, our products enjoying world wide distribution.

Our policy of expansion has created a vacancy for a fully experienced General Representative, residing in the Bristol to Reading Area. Applicants should be to the age group 25-35, energetic and articulate with sound educational backgrounds. Active involvement in our sports is desirable. The position carries a highly competitive salary and company car. Other benefits include free life insurance and contributory pension scheme.

In the first instance write for an application form to:

Mr A. J. Sharp,
Marketing Director,
Berghaus,
31 Dean Street,
NEWCASTLE UPON TYNE, NE1 1PG



SALES ENGINEER

High Pressure Pumps
25 figure + car. Age 28+

Experience with h.p. pumps is not essential. Engineering ability is paramount with natural selling skills we can complement by product training. An engineering RND would probably be a big plus.

As part of an international group we can offer a challenging job with a wide variety of tasks as a small team.

If you have experience and are prepared for extensive travel throughout the UK, please send full C.V. to: Lox Warren Sales Manager, Cat Pumps (UK) Limited, 27 Station Industrial Estate, Fleet, Hampshire GU13 8QY. Tel. Fleet (02514) 22031

GENERAL SALES MANAGER

ROTHERHAM
CIRCA £17,500

Bestobell Valve & Steam Products, specialising in the distribution and manufacture of specialist valves and energy management systems have a vacancy, through Inter Group promotion, for a General Sales Manager.

Reporting to the Managing Director, you will direct a major sales force and its supporting network of distribution branches servicing the process and general engineering markets. In addition, you will be responsible for sales to overseas distributors, involving travel to the USA, Europe, Australia, South Africa, etc.

We want a professional Sales Manager (male or female) who is a qualified engineer. Your prospects for selection improve if you are a graduate and have the specialist experience which fits our industry and our markets.

Career prospects are excellent. The rewards are consistent with our status as a UK based international group, and include generous pension and life assurance schemes, company car, participation in profits, health insurance, etc., etc. We will assist with relocation expenses.

Write to me, Bill Fleming, enclosing an outline of your personal history or you could ring me on Slough 23921; Bestobell Valve & Steam Products, Greatbrough Road, Rotherham, South Yorkshire, S60 1RE.



Valve & Steam
Products

GREENHAM TRADING LIMITED

A National Merchant Group, distributing a comprehensive range of products, which include contractors' tools, protective clothing, road and site equipment and janitorial supplies.

require.

FIELD SALES MANAGER

Middlesex

The position requires a dynamic self starter, with a proven sales record, preferably in a similar field, who can communicate with all levels of people and motivate existing salesmen.

The appointment offers a competitive salary, commensurate with age, education and experience, a company car, as well as the usual benefits of employment, within the highly reputed Taylor Woodrow Group.

Applications in writing, together with CV to:

Mr T. D. Frye
GREENHAM TOOL
671 London Road
Isleworth
Middlesex
TW1 4EX

Engineers in the following disciplines required:

- Quality Assurance
- Centrifuge
- Heating and Ventilation
- Control and Instrumentation
- Mechanical

For Contracts in the U.K. and Europe commencing early January 1985. Please forward C.V.'s together with two passport photographs to:

MARKEE TECHNICAL SERVICES LIMITED
23 Woodland Road,
Darlington, Co. Durham, DL3 7EL.

Divisional Sales Managers

High Profile Opportunities

We are the UK subsidiary of one of Scandinavia's leading communication and computing companies specialising in the development and supply of high quality computer hardware and software systems and of telecommunications products.

The company is organised into a number of vertical marketing sectors:

- BANKING, FINANCE AND SECURITIES
- MARINE INSURANCE, RE-INSURANCE AND SHIPPING CONTROL
- PROPERTY MANAGEMENT
- MANUFACTURING AND PROCESS INDUSTRIES
- COMMUNICATIONS including PABX, CALL DISTRIBUTION, INTERCOM & PAGING SYSTEMS

We wish to appoint Sales Managers for each Division who will:

- * Have a successful sales/marketing record within one of these vertical sectors
- * Be capable of negotiating complex turnkey projects at senior level
- * Be able to develop a professional sales team
- * Understand the relevance of computer software systems to business management
- * Currently be earning in excess of £25,000 per annum.

The remuneration package includes a company car, pension, performance bonus and profit share provisions. Progression to more senior management is anticipated.

Please reply to: Mr D. W. Ferguson, Managing Director.

Scanvest Ring (UK) Limited

Woodbridge Chambers, Woodbridge Road, Guildford, Surrey GU1 4QD

Commanders

£26,779 tax free p.a.* Accompanied Status

A bonus of 20% of all earnings is paid after each contract. Suitably qualified Engineer Officers in engineering complement posts receive an additional £1,895 tax free p.a.* At current rates of exchange.

Oman, the second largest Country in Arabia, boasts rugged mountains up to 10,000 feet, green valleys, oases and hundreds of miles of fertile coastal plains. The Omani people are cheerful, charming, liberal and hospitable. The country is an agreeable place to live, with increasingly modern facilities, very different from that which many people associate with the Middle East.

The Sultan of Oman's Navy is one of the most advanced and effective navies, for its size, in the world. It operates in the strategic Strait of Hormuz and all round Oman's 1100 mile coastline on the Indian Ocean and the Arabian Sea. It is equipped with missile armed fast attack craft equipped with some of the most up-to-date equipment available including computerised weapons systems and the latest high speed diesel propulsion.

We seek Commanders (X) (E) or (S) and above, with command, staff or training experience, who are about to leave, or have recently left The Royal Navy, The Royal Australian Navy or the Royal New Zealand Navy. Officers from The Royal Navy have assisted in the development of The Sultan's Navy for the past ten years.



قوات سلطان عمان البحرية
SULTAN OF OMAN'S NAVY

Today, superb opportunities continue there for you. If you are interested we would like to hear from you. Interviews will be held in London in January 1985.

We offer no sinecure. To be successful you need energy, initiative and resourcefulness beyond even that normally required of a Commander in your parent service. The other side of the coin is that for the professional Officer we offer a creative challenge which few other services can match and benefits that are excellent even by Middle Eastern standards.

Contracts are for uniformed accompanied service. Initially for 2 years, renewable thereafter; annually by mutual agreement. Salary is paid locally in Omani Rials and is fully remittable.

Benefits include free family accommodation with servants, air-conditioned car with free fuel and servicing, subsidised sports, recreational and mess facilities, 60 days leave per year with 2 free flights for yourself and your family.

For further information and an application form, please telephone Helen Griffey, on 01-408 1010 (quoting ref ODT/4) or write to her at ARA International, 17/19 Maddox Street, London W1R 0EX. (Agc).

INSTRUMENT CONTROL ENGINEER

Portals (Bathford) Limited, a successful company within the Portals Group of Companies making paper for security documents, is looking for an Instrument Control Engineer.

This is a new appointment and the successful applicant will be responsible to the Chief Engineer for the installation, modification and maintenance of Electronic and Instrumentation equipment associated with papermaking machinery.

As a member of our small maintenance team he/she will be expected to take an active part in the practical day to day repair and maintenance of existing equipment. Some weekend working is required on a rota basis.

Applicants should have served a recognised apprenticeship, qualified to HNC Higher TEC or equivalent level and have had ideally several years experience in a continuous process manufacturing industry.

An attractive salary will be offered and there is a profit sharing scheme which offers the opportunity of substantially higher earnings and we provide assistance with travel to and from work. There is also a wide range of benefits normally associated with a major company, including relocation expenses, if applicable.

Please apply for an application form to Mr TMA Tabb, Chief Engineer, at the address below:-

Portals (Bathford) Ltd.

Bathford Paper Mill, Bathford, Bath, Avon BA1 7QC. Tel: Bath 55243

PRODUCTION MANAGEMENT

WEST LONDON TO £12,300

Quaker Oats Limited is a leading food manufacturer whose steadily expanding operations and enviable growth record has created additional career opportunities for good line managers (male or female).

You should have experience in the manufacture and/or packing of food, drink or pharmaceuticals and be:

- a Supervisor/Manager with several years of controlling operatives and product quality, or
- a younger person of graduate/diploma calibre with one or two years similar production experience.

You will be working in a modern plant with some of the most advanced manufacturing technology, operated on a 3 shift pattern.

We offer an attractive remuneration package with a full range of "large company" benefits including assistance in relocation if appropriate.

If you are interested in developing your career in a secure and highly stimulating environment, then please send your C.V., or telephone for an application form to:



John Goff,
Quaker Oats Limited,
Bridge Road,
Southall,
Middlesex.

tel. 01-574 2388 ext. 443

HOWDEN Commercial Manager (Air & Gas Handling)

James Howden is an engineering company synonymous with technical excellence. Building on over 100 years of success we are continuing to respond to change in a positive way. The company has a "no redundancy" policy which has been in operation for over five years; a highly active new product research and development programme and a continuing high investment in computer aided engineering and manufacturing. Our markets are the industries exploiting natural resources worldwide including industries involved in the basic conversion of energy.

Our products are of a diverse nature incorporating rotating machinery, heat transfer, combustion and control systems as well as a series of new products. Due to change and the exploitation of new opportunities there is a vacancy for a Commercial Manager in our Air and Gas Handling Division.

The role requires a highly motivated engineer with good communication skills and a proven track record in the commercial management of major home and export contracts. The successful candidate will be required to manage an established Commercial Department responsible for:

- the setting up of new contract conditions
- management and control of contracts
- liaison with customers both home and abroad
- providing a service to the customer by representing his interests in the Company
- negotiation of major purchases.

This senior position offers an extremely attractive career opportunity in a stimulating work environment combined with a highly competitive salary and range of benefits. If you have a record of achievement in Commercial Management and feel that you can meet our requirements, please write giving full details to: Mr. D. J. Borthwick, Executive Personnel Manager.

JAMES HOWDEN & COMPANY

(This position is open to Male and Female candidates)

195 Scotland Street, Glasgow, G5 8PJ.

Electronics Design Engineer

IBM UK Laboratories Limited situated near Winchester is seeking a qualified man or woman to be responsible for the physical design and layout of LSI chips and printed circuit boards (PCBs) for a wide range of information technology products and peripherals.

As a Technical Analyst on a team involved in both analog and logic packaging, you will take initial designs through all development stages to the preparation of final manufacturing data.

You will therefore need the kind of experience or qualifications that indicate both sound theoretical knowledge and an appreciation of large-scale production parameters. Ideally with an HNC or equivalent in electrical or electronic engineering, you'll be prepared to undertake any additional necessary training for this role, and to utilise a variety of the latest CAD techniques and equipment as required.

We offer a competitive salary, supported by a generous benefits package which includes free life assurance, contributory pension scheme and BUPA membership. Relocation assistance will be provided where required.

For an application form, please write to: Ron Stotter, Personnel Officer, IBM United Kingdom Laboratories Limited, FREEPOST, Hursley Park, Winchester, SO21 2BR. Please quote reference: DT/11746.

- 16,000 jobs in over 40 UK locations
- Two manufacturing plants
- Development laboratory near Winchester
- An equal opportunity employer
- £2.45 million exports in 1983
- £246 million invested in UK in 1983



Management Scientists

The Metropolitan Police Office requires scientists at Senior Scientific Officer, Higher Scientific Officer and Scientific Officer levels in its Management Sciences Department.

The Department, which is situated in Central London, consists of civilians and police officers and is responsible for the scientific, operational and support functions of the Metropolitan Police. With the object of increasing its effectiveness and improving the efficiency of its resources, at the present time studies include examinations of methods of policing, the development of management and operational information systems and assessments of the feasibility of using computers to support police administration, training and operations.

Applicants must be able to work as part of a team and be able to communicate the results of their research to non-scientists. A high level of numerical and essential research experience or formal training in operational research, behavioural sciences, statistics or computer science would be an advantage.

Qualifications: Candidates at Scientific Officer level require a degree, HNC or HND or equivalent in a science discipline. Candidates at Higher Scientific Officer level require also to have at least 5 years appropriate scientific experience or in the case of applicants with 1st or 2nd class honours degrees or equivalent qualifications at least 2 years post-graduate research or development experience.

Senior Scientific Officer candidates must have a 1st or 2nd class honours degree and at least 4 years appropriate post-graduate research or development experience.

There are no age limits applicable to the 3rd posts.

Salaries: Scientific Officer £7,203 - £9,453, Higher Scientific Officer £8,736 - £11,339, Senior Scientific Officer £10,629 - £13,350 (inclusive of Inner London Working Allowance).

Application forms and further details are available from the Metropolitan Police Office, Room 313 - 58/59, 105 Regency Street, London SW1P 4AN or telephone 01-230 3122 (24 hour answering service).

Closing date for receipt of application forms is 19 December 1984.

The Metropolitan Police Office is an equal opportunities employer.

METROPOLITAN POLICE

Royal Doulton

Logistics and Inventory Planning

Royal Doulton (UK) Limited is the United Kingdom's major producer of bone china with a sales turnover in excess of £120 million. A subsidiary of Pearson P.L.C., the Company is a multi-site manufacturer, marketing its products through independent retailers and its own network of specialist china and glass outlets.

We require an analyst to join a small team engaged in the management of the supply chain. He/she will be responsible for developing logistics systems, establishing stock levels to support delivery policies and compiling and maintaining a complete logistical information system.

The work is intellectually demanding and will appeal to candidates of graduate calibre. Formal qualifications and/or experience in logistics would be a distinct advantage, but are of less importance than a systems and problem solving orientation.

The Company offers a salary commensurate with the demands which it imposes, together with a wide range of benefits associated with a major international company.

Please apply in writing with details of age, qualifications, experience and present salary to:-

Mrs. B. Lucas, Personnel and Training Officer
Royal Doulton (UK) Limited
Minton House, London Road, Stoke-on-Trent
Staffordshire ST4 7QD

WORKS MANAGER

NOTTINGHAM

Intermotor Limited are a highly successful private company producing a wide range of replacement auto-electrical products for the UK and international markets.

The requirement is for an experienced Line Manager responsible for all unit production activities within the Company. The successful candidate will be expected to review manufacturing methods and systems and to develop the Company's future production requirements.

Experience in volume component production is essential and a knowledge of metal products and assembly operations, together with interjection and compression plastics processing would be beneficial.

This position offers excellent opportunities leading to a Board appointment for a person with the necessary drive, technical and managerial skills.

Generous salary and fringe benefits include Company car, pension and medical insurance. Please apply in writing with full details of past career.

INTERMOTOR LIMITED
Interlec Works,
Lingfield Street,
Lutterworth,
Nottingham, NG15 7SL

MEDISCUS PRODUCTS LTD.

MEDICAL SALES EXECUTIVES

The above company will be appointing three Medical Sales Executives to promote its range of capital medical products in the North, Midlands and London and the Home Counties to the NHS and nursing services.

These positions offer excellent salary and benefits, plus company car and career prospects are good. If you are ambitious, self-motivated and have a proven relevant sales record in a medical background, write outlining a C.V. and date and night time telephone number by 5th December 1984 making the envelope confidential to:-

Mr Derek W. Edwards,
Marketing Manager
Mediscus Products Ltd
Westminster Road
Westham
BHX9 1SP
A Lurgan Group Company

Telecommunications Sales

£22,000 p.a.

Extensive "ad. distributors of MTEL advanced telephone systems, ... and/or expanding its sales force in London and the south, particularly to the West of England.

We require a person or woman experienced in this field or related areas to join our comprehensive training programme and become part of our highly successful team. Proven success in selling to senior management is essential - more important than detailed telecommunications knowledge.

The basic salary and open ended bonus are targeted to produce an income of around £22,000 p.a. A 10% rise can be provided.

Please write with full CV or telephone for application form to: G.M. Perry, Director Ltd, Unit 11, Park Hill Trading Estate, Metrol Road, Lutterworth, Leics. LE15 2BA. Tel. 01533 4125.

SALES OPPORTUNITIES

TecEquipment International Limited, leaders in the manufacture and supply of engineering teaching equipment to Universities and Colleges throughout the world, have the following opportunities in their sales organisation.

EXPORT SALES

This is a challenging opportunity dealing primarily with French/Spanish speaking territories. Preferred applicants will be fluent in French or Spanish and possess a broad engineering background, ideally to degree or equivalent level. The position will suit an experienced technical export salesperson or an engineer 25 to 35 years old, keen to make career change into export sales. Frequent visits overseas will be involved.

HOME SALES

Due to the expansion of our U.K. Home Market we require an Advanced Product Sales Engineer. The candidate should be educated preferably to degree or equivalent level in electronics or a related subject and have experience in selling High Technology products into the U.K. Industrial Market. The main products being marketed are:

- Robotics
- CAD-CAM
- Telecommunications
- Computer Related Interfaces

A comprehensive remuneration package is offered including competitive salary, overseas allowance and company car.

Please write in the first instance to:

Mr E. A. Davies,
Personnel Director,
TecEquipment Limited,
Bonsall Street,
Long Eaton,
Nottingham, NG10 2AN.

The National Trust

For Places of Historic Interest or Natural Beauty

Regional Trading Managers

As a result of internal reorganization and promotions, the National Trust will be requiring two new Regional Trading Managers based in different parts of the country in January 1985. The job specification includes responsibility for retail shops and catering outlets as well as other commercial activities.

Retail and ideally catering management experience is required.

He/she will work as part of the Regional Management Team.

Salary is according to experience on a scale of £23,300 to £10,080 p.a. with good opportunity for further progression. A car will be provided, as well as assistance with relocation expenses. Please apply with a full CV marked 'confidential' to:

The Director of Trading
Heddon House, Westbury,
Wilt., BA13 4NA
Closing date: 6 December 1984.

SALES REPRESENTATIVE

High Quality Tailored Products LONDON

Established for over 60 years, our tailored merchandise, shirts and trousers have become symbols of quality by both retailers and discerning customers.

We are now seeking to recruit a Sales Professional with the flair and knowledge of this industry to develop our tailored products division.

The successful applicant will have sound knowledge of retail outlets and will possess a track record of sales in the tailored merchandise sector.

You will need to reflect the highest standard maintained by our products.

For further details or this position Call our Recruitment Consultant Kira Houston on:

01-607 0761 9.00 am - 6.00 pm
01-737 1906 after 7.00 pm

ata Sales Recruitment
A Division of A.T. Recruitment Services Ltd.
211 Great Portland Street London, W1N 5HA
London, Leeds, Manchester, Birmingham, Edinburgh, Bristol, Bradford, Bath, Sheffield, Coventry, Milton Keynes.

Aerospace/ Defence Industry

A major sales opportunity
for experienced engineers

Here at the Microswitch Division of Honeywell, we design, develop and market a unique range of precision electronic sensing and switching equipment, which is in increasing demand throughout the defence and aerospace markets.

This rapid growth has created 2 key opportunities within our sales team based in:

Greater Manchester Midlands/N. Home Counties

The nature of both the market and the products is highly technical. Therefore the ideal candidate could be either an engineer seeking the greater challenge and rewards of a commercial role, or a sales engineer with knowledge of relevant markets who is able to build a confident relationship with senior technical management. A qualification to ONC level or above is highly desirable.

Following a period of training, you can confidently expect an excellent basic salary, company car and generous benefits. For the ambitious, there is no lack of scope for rapid career progression.

To find out more, please send a CV with a contact telephone number to me, Steve Rowe, Personnel Officer, Honeywell Control Systems Ltd., Honeywell House, Charles Square, Bracknell, Berks, RG12 1EB.

Together, we can find the answers.

Honeywell

South East Thames Regional Health Authority

Purchasing and Supplies Management

c. £20,000

We are looking for a Regional Supplies Officer to provide the highest quality of strategic management and direction; someone who can assess priorities, allocate resources and ensure that 'value-for-money' is achieved in the Supplies function throughout the Region.

The man or woman we appoint must be able to show conspicuous success and achievement in supplies and distribution — this need not necessarily have been in the NHS. Whatever the background, you must have leadership and organisational skills and the dynamism and innovation to deal with the challenge this demanding role requires.

Keyfacts

Area covered: Kent, East Sussex and South East London
Population: 3.6 million
Budget: Current capital allocation in excess of £45m; annual cash limit £750m; regional supplies transactions approx. £140m

Informal enquiries about the post can be discussed with Mr C. Minty Regional Treasurer on ext 3386.

Application forms and further details are available from: The Personnel Officer, South East Thames Regional Health Authority, Thrift House, Collington Avenue, Bexhill on Sea, East Sussex, TN39 3NQ. Tel: (0424) 222555. Closing date: 5th December, 1984. Ref. No. 4228.



International Airport Project

Saudi Arabia

Bechtel's Eastern Province International Airport Project located near Dammam is urgently seeking the following personnel for assignments early in 1985.

Construction Engineers Design Engineers Superintendents

to manage, supervise and monitor contractors performance.

Cost Engineers Estimating Quantity Surveyors

With experience of computer based systems and applications.

Procurement Specialists

with experience related to contract formation, purchasing, logistics and inspection/expediting.

These single status appointments offer a competitive overseas package (Tax-Free in Saudi Arabia) and benefits which include paid leave to the United Kingdom.

Interested applicants should send full CV to Arabian Bechtel Company Limited, Bechtel House, 245 Hammersmith Road, London W6 8DP.

Engineering and Construction worldwide



Personnel Manager

West Middx. £16,500 + Car

Our Client is a privately held Group of Companies that develop, market and support computer information systems for multi-national organisations worldwide.

The Group is expanding very rapidly and requires a Personnel Manager to assume total responsibility for a comprehensive range of activities in a fast-moving environment.

Candidates with full IPM membership, with their 30's should be familiar with all disciplines within the computer industry and capable of implementing improved systems.

The company offers excellent conditions of employment, including BUPA, contributory pension fund, Life Assurance and private parking.

Please apply to Barclays Executive, who are retained to advise on this appointment.

BARCLAYS EXECUTIVE APPOINTMENTS,
1 Pembroke Road, Ruislip, Middx. HA4 8NQ.
Telephone Ruislip 72654 (24 hour answer service).

TOP JOB ESTATE AGENCY

An outstanding opportunity for an outstanding person.

The Job:

To establish and develop a new estate agency as part of a major business group initially based in Chingford but the successful applicant would be expected to develop a nationwide network.

The Successful Applicant:

Probably in mid-40's with extensive experience in all forms of estate agency—both residential and commercial.

The Rewards:

A car, a salary and a piece of the action. Please telephone: 01-329 5811. Ref. E.A.

DEVELOPMENT ENGINEERS

SEEING IS BELIEVING

See our 20 minute video on why your next move should be to the exciting world of flight simulation

Our flight simulators are so technologically advanced they totally replace aircraft in today's pilot training programmes.

Designing and building machines that realistically recreate flight characteristics of the most sophisticated civil and military aircraft is work so exciting that no advertisement could do it justice.



That's why we've produced a video programme to tell you about us, our products and our technologies.

It'll show you how we've won Queens Awards for both Export and Technology in the last 5 years, as well as in 1982, the Duke of Edinburgh's Prize for the most outstanding achievement in British Industrial Design.

Now, to keep our world lead, we need engineers to help us develop the next generation of flight simulators. People who want to work in a challenging environment on a wide range of technologies. So, if you have specific experience in one of the following areas call us today for your copy of the tape.

SERVO

The design and control of precision electro-hydraulic servos for simulating cockpit motion and the tactile feedback of aircraft controls.

OPTICAL SYSTEMS

The design, assembly and testing of optical and electro-optical systems associated with simulator displays.

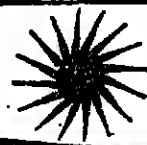
VISUAL DISPLAY (VIDEO)

The development of advanced digital signal processing and sub-systems, preferably video.

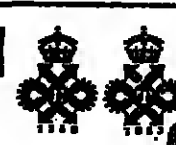
We would foresee that anyone we appointed would be qualified to degree level or equivalent and have direct industrial experience in the relevant discipline.

PHONE Call us between 10am and 5pm today, Wednesday November 28th or tomorrow Thursday, November 29th, when our Management Team will be on hand to discuss why your next move should be to the exciting world of flight simulation. They'll also arrange for a free copy of our tape (VHS or BETA) to be sent to you.

CRAWLEY (0293) 28811 If you can't make it to a phone today, write to John Cochrane, enclosing a CV. (Transfer the charge if you wish) Rediffusion Simulation Ltd., Gatwick Road, Crawley, Sussex, RH10 2FL.



**REDIFFUSION
Simulation**



Personnel Management

Two genuine career opportunities
for young professionals

Age 25-35

£11,000 and £14,000

Part of the Imperial Food Group, Golden Wonder is a very successful sales and marketing led manufacturer of crisps and other well known branded snack foods. Highly profitable the company has six manufacturing sites throughout the UK and a sales turnover well in excess of £120m. As a company committed to developing people, two internal candidates will shortly be promoted and this has created further openings in this high profile personnel team.

Training Manager

WQ Market Harborough — circa £14,000 plus car. You will be responsible for developing the training plans and budget in line with the overall business objectives and for the complete spectrum of training activity. You will not necessarily be a training specialist and the position is a developmental one and will suit a young graduate generalist who has training expertise. An important factor will be your ability to "sell the benefits to a variety of profit motivated line managers".

Personnel Manager

Northamptonshire — circa £11,000. This manufacturing operation is located in Long Buckby and employs some 350 people producing snack products. As part of the local management team you will have responsibility for managing all operational aspects of personnel. You should be a young professional whose experience shows a strong UK bias and is ready for a management role.

These opportunities provide real challenge and rewards. Good career progression and generous assistance where appropriate to attractive locations.

Male or female candidates should write with full career details or telephone for an application form to our advisor on these appointments:

Ken Proctor,
The Shaw Ford Partnership,
514-516 Royal Exchange,
Manchester,
M2 7EN.
Telephone: 061-432 45977.



The Shaw Ford Partnership

EXECUTIVE RECRUITMENT SPECIALISTS

Business Development Manager

Europe and Africa.



Brown & Root
a Halliburton Company

This appointment represents an excellent career opportunity for the ambitious chartered or graduate engineer who has achieved senior status in business development with an offshore or process engineering contractor/consultant.

Reporting to the Senior Manager of Business Development, and based at the Company's Head Office in S.W. London, your brief will be to represent our Project Engineering Management Marine Groups to a number of major domestic and international clients and to liaise closely with our own operations and proposals personnel. An in-depth appreciation of offshore technology and acute knowledge of international business are therefore prerequisites of this position.

An excellent salary is offered coupled to a comprehensive benefits package, including company car and free pension/life assurance schemes.

Applications, in writing, with full CV should be addressed to John Deleford, Personnel Officer, Brown and Root (UK) Limited, 125 High Street, Colliers Wood, London SW19 2JR.



NATIONAL ACCOUNTS MANAGER

Jaeger, internationally renowned for fashion wear of the highest quality, wishes to appoint a Senior Executive to join its Ladies Wholesale Division.

The vacancy results from an internal promotion, and the key function is to maintain and further develop established accounts with major Store Groups throughout the U.K. The post therefore demands experience of negotiation at top management level, preferably associated with a leading Fashion House.

The successful candidate, probably aged 30-45, will be based at the Head Office, W.I. and will receive an excellent remuneration package which includes a company car, business wear allowance, pension scheme, life insurance and discount facilities.

Please write with full career details, in complete confidence, to:

KEN J. JACKSON,
PERSONNEL DIRECTOR,
JAEGER HOUSE,
57 BROADWICK STREET,
LONDON W1V 1FU.

JAEGER

J & J MAYBANK LTD

have a VACANCY for a

GROUP PERSONNEL OFFICER

J & J Maybank Ltd is a wholly owned subsidiary of Reed International plc and is the largest waste paper company in Europe. The company comprises 14 subsidiaries located throughout the UK and its main purpose is to produce waste paper as a raw material for the paper industry.

We have a vacancy for a Group Personnel Officer who will report to the Personnel Director.

The successful applicant will have the responsibility, in conjunction with the Personnel Director, for providing an overall Personnel service to the Maybank Group. This will involve such areas as recruitment and selection, job evaluation, salary administration and maintenance and development of the Management Trainee programme.

It is a role calling for a graduate with some post-graduate personnel experience, an IPM qualification would be an advantage. More importantly, you will have the ability to quickly establish credibility and achieve results through influence and persuasion.

The position is based at Charlton and will occasionally require travel to any of the UK sites and, therefore, requires a current driving licence.

If you are interested please write with career details to:

Mr P. A. Mitchell
Personnel Director
J & J Maybank Ltd
Maybank Works,
Hertingham Road
Charlton SE7 8NW

A UNIQUE CAREER OPPORTUNITY FOR A YOUNG PROFESSIONAL ENGINEER

Manufacturing Director, Designate

Automotive-Yorkshire

We are an important engineering group of companies with a sales turnover in excess of £100 million per annum.

Due to the impending retirement of the Manufacturing Director of our Shock Absorber assembly plant, we are seeking a top-class Production Executive to replace him by the end of 1985.

The ideal candidate will have a proven track record in production management in a fast moving, high pressure environment and will be able to demonstrate the diplomacy, tact and strength of character to organise and control with maximum efficiency, a production unit of some 900 personnel based at two sites in York and Beverley.

To ensure total familiarity with all manufacturing processes and support services, the successful applicant will undergo a comprehensive induction programme before being asked to accept wider responsibilities.

Age limits are between 35-42 and the five-figure salary offered will be negotiable on the basis of age and pertinent qualifications. A company car will be provided and working conditions are those to be expected of a highly regarded public company.

If you feel you have the qualifications to fill this position, please apply to: Mr J. R. Thompson, Director of Personnel, Armstrong Patents Co. Ltd., Gibson Lane, Malton, North Ferry, North Humberside, HU14 3HY.

ARMSTRONG

Bakery Manager

£14,000 Tax Free + accn, car etc. SAUDI ARABIA

A highly respected and substantial Middle East group requires urgently a Bakery Manager for their modern Biscuit Plant in Riyadh.

Management responsibility is for existing recipes and new recipe development, production of biscuit dough on vertical high speed mixers, making cream fillings, machining, baking and packaging.

Candidates must have 10 years production management experience with a UK biscuit company. Minimum age 35. Knowledge of Middle East desirable.

This is a career opportunity with excellent prospects.

Please write in complete confidence to: A. Higson quoting H 7995.

Higson Ping Ltd, Executive Recruitment Consultants,
110 Jeremy Street, London SW1Y 6HB. Telephone: 01-930 4196



Sales Professionals Engineering

Saudi Arabia Tax-Free Salaries

Our client is a major international force in the water and waste treatment field. They have asked us to assist them in recruiting the following personnel for their Saudi Arabian operation.

Sales Engineers

c. £20,000 p.a.

To be responsible for selling water and sewage treatment systems including engineering design.

It is essential that applicants are determined self-starters with entrepreneurial flair. Our client also requires a degree or HNC in an engineering discipline, and a successful track record in sales. Direct experience of the water/waste treatment industry would be an advantage but is not essential.

Chemical Salesmen

c. £20,000 p.a.

As a result of our client's success and expansion in the field of specialty chemicals, they now wish to appoint an additional Sales Engineer to sell these products to a wide range of industries and Government organisations throughout the Kingdom.

Aged 24-40, the ideal candidate will be able to demonstrate drive, determination and the will to succeed. He will probably be a qualified Engineer with at least 3 years experience in a related industry.

For both these positions our client is offering a truly comprehensive benefits package. This includes free furnished accommodation, company car, free medical treatment, personal accident insurance, regular home leave and a performance-related bonus. Salaries for both posts will be reviewed annually.

Applicants should apply initially to the address below giving brief details of their career to date. Applications should be marked 'Confidential' and include a covering note indicating any organisation to which they should not be forwarded.

Please quote reference number 7143 and address applications to:

media universal services
21/22 Poland Street, London W1V 3DD.

PRODUCTION MANAGER

Director Designate

£16,500 + car

A young, high tech company with an outstanding future in electric powered, materials handling systems requires an ambitious, bright and progressive Production Manager. The company is based near London.

The successful candidate is probably a graduate in production or mechanical engineering and in the age range 30 to 40. Applicants must be able to demonstrate successful progression in manufacturing with experience of start up facilities planning, machine and fabrication shop management and production engineering. Working knowledge and experience of electronics would be added advantages. The position calls for an open style management and the enthusiasm and energy associated with innovation, rapid growth and a young management team.

Salary will be negotiable around £16,500 plus a car and opportunities for a directorship are anticipated. Prospects are exceptional. Applicants should reply in strict confidence with full C.V. and current salary, to: Mr. W. G. Farnley-Winstanley, Profile Management Search, Tolard Chambers, 53 Northgate Street, Gloucester GL1 2AJ.

Profile Management Search

Sales and Marketing Manager

c. £20,000 p.a.

Berkshire

This is a challenging new appointment in a company manufacturing equipment for the food manufacturing industry. The company has expanded its range of products and consequently is increasing its sales force. It now requires a dynamic and experienced manager to lead the future development of sales, particularly overseas.

A high proportion of the business is in turnkey projects for complete process plants. Ideally the person sought should have gained experience in the sale of food manufacturing equipment and/or the negotiation of contracts for process plants. Equally, candidates with relevant experience from working for a major food manufacturer would be highly acceptable.

Benefits include pension and life assurance, company car, and relocation expenses where appropriate. Please write with emphasis on how your experience meets the company's objectives, including a detailed C.V. to: N. S. Taylor, Hall Taylor Consultants Ltd., Stream Farm, Gifford Road, Cranbrook, Kent TN11 3NT.

Executive Appointments

from £17,000 to £70,000 p.a.

Are you seeking a new job? If so, we can help you.

We assess your marketability, identify career objectives, design a marketing plan, and work with you to obtain your next top job.

With our unrivalled technological information systems and the widest network of contacts in Europe we also help identify unadvertised vacancies.

We have the most successful record in our field. That is why top executives use our services — that is why only we offer a success-related fee structure.

An initial meeting is free. Contact us today.

Connaught

Executive Management Services Ltd.
32, Savile Row, London W1 01-734 3579

TIMBER INFESTATION AND DAMP PROOFING SURVEYORS

WITH MANAGEMENT POTENTIAL

£13,000 p.a. + Car + Pension

The scope of this job is to inspect for building protection defects to ensure a schedule and estimate for repair. The successful applicant should have a building qualification and be practically minded and will of necessity have a pleasant personality and enjoy meeting with people, since there will be considerable negotiation with clients and personal contact with the public. Aged between 25 and 35 with a clean driving licence the applicant will be experienced and presently successfully employed in the timber treatment industry or have experience in the construction industry in a Management position.

Please write in confidence to: The Managing Director, Timber Preservation Ltd., 10, The Quadrant, Farnham, Surrey, GU10 2AA.

SAUDI ARABIA

P.E.S. (Arabia) Co. Ltd. expect to have the following vacancies in January 1987.

MECHANICAL ENGINEERS/ELECTRICAL ENGINEERS (Minimum H.N.C.) Commissioning and start-up experience on process plants/production facilities.

DIGITAL SYSTEMS TECHNICIANS (min. City & Guilds) Commissioning & Start-up, trouble-shooting and field repair of Foxboro, Videopac, Microscope computer equipment, all other micro processor controlled plant instrumentation. Must have overseas exp.

ELECTRICAL INSPECTOR ENGINEERS/CORROSION ENGINEERS (min. City & Guilds)

5-8 years experience in cathodic protection, testing, commissioning, trouble-shooting. Carrying out protection surveys.

CONSTRUCTION SUPERINTENDENTS (min. H.N.C.) To work in field environment: plant, pipeline construction; wet crude of production. Knowledge of ARAMCO systems an advantage.

INSPECTION ENGINEERS WELDING (AWS QC-1/ASNT Level II or equivalent)

Min. 5 yrs. experience on construction of oil and petrochemical including offshore construction, hook-up and/or subsea pipe laying.

OFFSHORE CONSTRUCTION SUPERINTENDENTS (min. H.N.C.) Mech./Struct. experience in fabrication yards; construction of offshore rigs, welding inspection, hook-up & commissioning of production modules; subsea pipe laying & tie-ins.

SENIOR INSTRUMENT TECHNICIANS/INSTRUMENT ENGINEERS (min. H.N.C.)

5-10 yrs experience with Electrical/Electronic instrumentation, knowledge of gas flow measurement, digital instrumentation, process control.

CURRICULUM DEVELOPERS (Degree)

Re-defining curriculum for Saudi Arabia Trainees to the level of 3rd Grade English.

E.S.L. EDITORS (Degree)

5-10 yrs. teaching experience plus at least 2 years writing/ editing technical manuals relevant to English as a Secondary Language.

Previous ARAMCO/Saudi Arabia experience an advantage in all disciplines.

Attractive 12 month single status contracts are offered with free food/accommodation plus three holiday periods per year.

Please send detailed CV together with copies of relevant qualification certificates and copy of full UK driving licence to:

P.E.S. (UK) LIMITED
Endeavour House
Cleveland Centre
Middlebrough
Cleveland TS1 2PQ
Tel. 0642-249813 (AGY)

PERSONNEL DEPARTMENT
Corning Process Systems, Corning Limited
Stone, Staffordshire, ST15 0BG
Telephone: 0795 87211

CORNING

WORKS MANAGER

Our client, a major textile company, requires a manager for one of its manufacturing units in the north of England.

We are looking for a graduate with a number of years general business and line management experience. This need not have been gained in the textile industry.

The Company is intent on expanding in a difficult market, so can promise the successful man or woman long hours of hard work.

Those who feel capable of filling a demanding role should apply to:

John Brennan Associates.
National Westminster Bank Chambers
52-54 Lichfield Street, Wolverhampton WV1 1DG.

AREA SALES MANAGER

SOUTH EAST

The Process Systems Division of Corning Limited wishes to appoint a Sales Manager for the South East Area of the United Kingdom, with the responsibility to sell our products under the name OVF to the chemical and allied industries.

The successful candidate will be a young chemical engineering or chemical technology graduate in his/her mid-twenties or early thirties with proven sales ability, preferably within the chemical process industry.

The position carries an attractive salary and benefits package which includes a company car. The Company's progressive management development policy, which recognises performance and contribution, will encourage constructive career development.

If you are interested in this position please write for an application form, or telephone—

Personal Department
Corning Process Systems, Corning Limited
Stone, Staffordshire, ST15 0BG
Telephone: 0795 87211

CORNING

Medical Sales Careers

To get to the top of the tree it is essential to join a company with the standing, resources and opportunities to put you there. Vacancies currently exist with our client for experienced and trainee medical representatives to join one of their professional sales teams in the following territories:

DORSET STOCKPORT LEICS
NEWCASTLE BIRMINGHAM/SOLIHULL OXFORD/SWINDON
DERBY REDDITCH NOTTS
N WALES RICHMOND/KINGSTON N LONDON

Experienced medical representatives should be able to demonstrate drive, enthusiasm and a successful track record to date.

Trainee representatives should be educated to 'A' level standard in a science subject or have a paramedical background. In all cases candidates must have excellent communication skills and a genuine desire to progress with a market leader.

Salaries are amongst the best in the industry and the benefits package is excellent.

For an early local interview week commencing 3rd December telephone: 01-222 6334/1547.

Ross Warren Recruitment

Climb Higher in Building Sales

If you're experienced in selling to architects, builders and builders merchants, here's a chance for you to do some career building for yourself.

Thermalite, one of the U.K.'s leading manufacturers of aerated concrete building blocks, is offering two Area Sales Manager positions as a result of re-organisation and expansion. One to cover SURREY, the other MIDDLESEX and N.W. LONDON.

You'll be fully supported by a technical advisory service, although you will need a sound knowledge of building regulations and an appreciation of structural engineering to converse successfully on a one-to-one basis with our customers.

The remuneration package reflects the seniority of these positions. A five-figure target salary, company car, five weeks' holiday plus many fringe benefits. Prospects within this thriving national company are excellent.

Interested? Then write or phone for an application form to Mr. E. Zanin, Personnel Manager, Thermalite Limited, Station Road, Colshill, Birmingham B46 1HP, Tel: (0675) 62081.

Applicants may be male or female.

THERMALITE keeps people warm

A leading Government-sponsored organisation in the food product field requires a

TECHNICAL QUALITY ASSURANCE MANAGER

Based in Central London, the post carries an unusually high degree of responsibility and visibility. The task is to monitor quality schemes in a number of fresh and lightly processed food areas in conjunction with producers and processors of all sizes. Candidates, probably aged 35-50, will demonstrate:

- * A secure technical base to their quality assurance understanding
- * A depth of experience in food products
- * The ability to take considerable personal responsibility
- * Strong inter-personal skills
- * The desire to contribute as part of a management team

Salary will be c. £20,000 depending on qualifications and experience. Salary above that would be considered if necessary for someone with exceptional qualifications or experience.

Please write in confidence with full details to: Stephen Bamfylde, Haymarket Consultants, 10 Haymarket, London SW1Y 4BP.

HAYMARKET CONSULTANTS

Works Manager

Our client, a major textile company, requires a manager for one of its manufacturing units in the north of England.

We are looking for a graduate with a number of years general business and line management experience. This need not have been gained in the textile industry.

The Company is intent on expanding in a difficult market, so can promise the successful man or woman long hours of hard work.

Those who feel capable of filling a demanding role should apply to:

John Brennan Associates.
National Westminster Bank Chambers
52-54 Lichfield Street, Wolverhampton WV1 1DG.

AREA SALES MANAGER

SOUTH EAST

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The position carries an attractive salary and benefits package which includes a company car. The Company's progressive management development policy, which recognises performance and contribution, will encourage constructive career development.

If you are interested in this position please write for an application form, or telephone—

Personal Department
Corning Process Systems, Corning Limited
Stone, Staffordshire, ST15 0BG
Telephone: 0795 87211

CORNING

Structural Engineers

SENIOR ENGINEERS
INTERMEDIATE ENGINEERS
DESIGN ENGINEERS

London West End

Acknowledged as a leading offshore design consultancy, Petro-Marine Engineering Limited have immediate vacancies for the above categories of staff.

SENIOR & INTERMEDIATE ENGINEERS should have a minimum of 5 years offshore structural experience, hold a Degree, and be Chartered in Civil and/or Structural Engineering. DESIGN ENGINEERS should hold a B.Sc. Degree in Civil/Structural Engineering and have a minimum of 1 year's heavy structural steel experience.

These openings provide ideal opportunities for qualified Engineers to gain or add to their experience in the design and engineering of offshore structures.

The working environment is in spacious modern offices based in London's West End. You can look forward to the rewards, prospects, and real job satisfaction of a genuinely challenging career. Please send a full C.V. to The Personnel Manager, Petro-Marine Engineering Limited, 213 Oxford Street, London, W1, telephone 01-734 1633.

PETRO-MARINE ENGINEERING

QUALITY CONTROL MANAGER

Unigate Dairies, part of the Unigate Group of Companies is the largest distributor and processor of liquid milk in the U.K. with some 25 manufacturing points throughout the country. One of our London Processing Dairies is looking for a QUALITY CONTROL MANAGER to join the Management Team to manage the quality control operation from farm to end user.

Aged 28-40, candidates should have at least five years experience preferably in the liquid milk industry, and a degree in food/dairy technology or related discipline is desirable. Reporting to the SITE MANAGER, the successful applicant will be responsible for the day to day, on site laboratory operation and will control a small staff. This will involve sampling and testing techniques, all matters relating to quality assurance, liaison with environmental health officers and regular visits to retail depots and supply points. The ability to recruit and train new staff will also be required.

It is essential that candidates can demonstrate drive and enthusiasm, have sound experience in production and quality control techniques within the food industry and the management skills necessary to motivate and train a close knit team.

An excellent salary will be offered to the right person, plus relocation expenses, car allowance and the usual benefits attributable to working for a large national company.

Interested applicants should send full CV to: Mrs Jan Butler, Personnel Administration Officer, Unigate Dairies Limited, 14-40 Victoria Road, Aldershot, Hants.

Unigate

SENIOR ASSISTANT DIRECTOR

£14,379-£15,357

The Department was formed in 1959 and is now well established and successful. It has a current purchasing budget in excess of £55 million per annum and is responsible for providing a Purchasing and Stores service both to the Local City Council and on an agency basis to a number of other Authorities.

Reporting directly to the Director of Personnel, the successful candidate will be responsible for the control of the Department. In addition the post holder will be responsible for controlling the Purchasing and Stores operations of a number of sections purchasing a wide range of commodities.

Applicants should hold an appropriate academic qualification and must have considerable managerial experience and proven ability in purchasing and stores.

Compensating salary determinable at interview. 'Home moving' allowances up to £1,250 available and pension scheme.

APPLICATION FORMS, RETURNABLE BY THE 11th DECEMBER 1986, AND FURTHER PARTICULARS MAY BE OBTAINED FROM THE DIRECTOR OF PERSONNEL & MANAGEMENT SERVICES, P.O. BOX 88, MUNICIPAL BUILDINGS, 5A STREET, LIVERPOOL L69 2DH (051 227 3911 EXT. 135).

The City Council is an Equal Opportunity Employer and welcomes applications irrespective of race, sex, marital status or disability.

LIVERPOOL

a Socialist Council

SITUATIONS VACANT

Continued from Page 14

MANAGEMENT & EXECUTIVE

PERSONNEL MANAGER

SAUDI ARABIA
A leading international force in the water and waste treatment field. They have asked us to assist them in recruiting the following personnel for their Saudi Arabian operation.

DESIGN ENGINEERS

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